

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

Masonry State Apprenticeship Advisory Committee

Agenda

Tuesday, Sept 9, 2025
10:00 a.m. – 12:00 p.m.

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

Teams Meeting ID: 238 893 997 079 | **Passcode:** ro3n5x9X
Dial in by phone: 1-608-571-2209
Phone conference ID: 883476430#

*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 and/or Test Score Requirement**
- 6. Director's Call Discussion**
- 7. Other Discussion Items**
- 8. Review Program Participants**
- 9. Set Next Meeting Date/Time**
- 10. Adjourn**

State Apprenticeship Advisory Committee Masonry

Wednesday, April 2, 2025

10:00am – 12:00pm

In-Person and/or Virtual: Virtual

| Check if Present | Members | Organization/Employer |
|-------------------------------------|----------------------|----------------------------|
| <input checked="" type="checkbox"/> | Bonlender, Bill | BAC District Council of WI |
| <input checked="" type="checkbox"/> | Engelke, Kilah | OPCMIA Local 599 Area 558 |
| <input checked="" type="checkbox"/> | Gray, Todd | OPCMIA Local 599 |
| <input checked="" type="checkbox"/> | Higgins, Todd | Miron Construction |
| <input type="checkbox"/> | Hyatt, Mike | BAC District Council of WI |
| <input checked="" type="checkbox"/> | Vick, Jim | BAC District Council of WI |
| <input type="checkbox"/> | Zignego, Tony | Zignego Co |
| <input type="checkbox"/> | Hetzel, Jim | Hetzel Tile & Marble |
| <input checked="" type="checkbox"/> | Young, Natalie | Walsh Masonry, Inc. |
| Check if Present | Consultants & Guests | Organization/Employer |
| <input type="checkbox"/> | Polk, David | Bureau of Apprenticeship |
| <input type="checkbox"/> | Pusch, Liz | Bureau of Apprenticeship |
| <input type="checkbox"/> | Abbott, Nick | Bureau of Apprenticeship |
| <input type="checkbox"/> | Cheyenne Foster | ABC |
| <input type="checkbox"/> | Tammy Kennedy | Bureau of Apprenticeship |
| <input type="checkbox"/> | Raquel Novak | Bureau of Apprenticeship |
| <input type="checkbox"/> | Brandon Peterson | Bureau of Apprenticeship |
| <input type="checkbox"/> | Ben Stahlecker | Bureau of Apprenticeship |
| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |
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| <input type="checkbox"/> | | |
| <input type="checkbox"/> | | |

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: Liz Pusch
- Note Time: 10:00am

2. Introductions and Record Attendees (in table above)

3. Review Roster

- *Kilah Engelke nominated Natalie Young as employer co-chair. Jim Vick seconded. All voted in favor.*
- *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: Kilah Engelke
- Motion Seconded by: Todd Higgins
- Motion approved

5. Specific Committee Items for Discussion (Public Comment)

- *High School Diploma Requirement – BAS reviewed current state standards minimum qualifications and sought feedback from the committee regarding trades deciding to remove high school diploma as an RA entry requirement. It was noted that committees can always maintain the high school diploma requirement as it would exceed state minimums. Though generally in favor of making changes some committee members expressed concerns regarding transferability amongst the trades if the entry requirements become so different. BAS suggested that if the high school diploma requirement is removed, a qualifying test like Accuplacer should be included. The committee asked if they could include both the high school diploma requirement and testing could be added as an "either or" option for committees to adopt. BAS will provide suggested language incorporating either a diploma or testing requirement for review before the fall meeting.*

*Kilah Engelke motion to table topic to fall – Bill Bonlender seconded.
Motion approved.*

- *Wage Repayment Agreements - BAS 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. BAS 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.*

6. Questions from the Director's Call

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

7. Other

- *Liz indicated that we'd like committee members to send topics for discussion. Any items should be submitted to Director Polk and Liz Pusch at least one month prior to meeting.*

8. Review program participants

- *Liz Pusch reviewed participant data included in meeting packet.*

9. Set Next Meeting Date/Time

- Tuesday September 9th at 10am. Virtual

10. Adjourn

- Note Time: 10:38am
- Motion to Adjourn made by: Kilah Engelke
- Motion Seconded by: Jim Vick
- Motion approved



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 | 317 | 88 | 27.8 | 11 | 3.5 | 275 | 86.8 | 42 | 13.2 | 94 | 77 | 81.9 | 17 | 18.1 |
| Bricklayer (47-2021.00) | 177 | 37 | 20.9 | 6 | 3.4 | 169 | 95.5 | 8 | 4.5 | 46 | 41 | 89.1 | 5 | 10.9 |
| Cement Mason (47-2051.00) | 64 | 18 | 28.1 | 2 | 3.1 | 63 | 98.4 | 1 | 1.6 | 35 | 34 | 97.1 | 1 | 2.9 |
| Cement Mason (Heavy Highway) (47-2051.00) | 27 | 16 | 59.3 | 2 | 7.4 | 27 | 100.0 | 0 | 0 | 11 | 11 | 100.0 | 0 | 0 |
| Concrete Finisher (47-2051.00) | 33 | 10 | 30.3 | 0 | 0 | 0 | 0 | 33 | 100.0 | 11 | 0 | 0 | 11 | 100.0 |
| Tile Setter (47-2044.00) | 18 | 7 | 38.9 | 1 | 5.6 | 18 | 100.0 | 0 | 0 | 7 | 7 | 100.0 | 0 | 0 |



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 #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 | 317 | 88 | 27.8 | 11 | 3.5 | 275 | 86.8 | 42 | 13.2 | 94 | 77 | 81.9 | 17 | 18.1 |
| ABC of Wisconsin (All) | 40 | 11 | 27.5 | 0 | 0 | 0 | 0 | 40 | 100.0 | 15 | 0 | 0 | 15 | 100.0 |
| Bricklayer (47-2021.00) | 7 | 1 | 14.3 | 0 | 0 | 0 | 0 | 7 | 100.0 | 4 | 0 | 0 | 4 | 100.0 |
| Concrete Finisher (47-2051.00) | 33 | 10 | 30.3 | 0 | 0 | 0 | 0 | 33 | 100.0 | 11 | 0 | 0 | 11 | 100.0 |
| Madison Area Bricklaying JAC | 47 | 8 | 17.0 | 2 | 4.3 | 47 | 100.0 | 0 | 0 | 11 | 11 | 100.0 | 0 | 0 |
| Bricklayer (47-2021.00) | 47 | 8 | 17.0 | 2 | 4.3 | 47 | 100.0 | 0 | 0 | 11 | 11 | 100.0 | 0 | 0 |
| Madison Area Cement Masonry JAC | 25 | 4 | 16.0 | 3 | 12.0 | 25 | 100.0 | 0 | 0 | 12 | 12 | 100.0 | 0 | 0 |
| Cement Mason (47-2051.00) | 18 | 3 | 16.7 | 1 | 5.6 | 18 | 100.0 | 0 | 0 | 8 | 8 | 100.0 | 0 | 0 |
| Cement Mason (Heavy Highway) (47-2051.00) | 7 | 1 | 14.3 | 2 | 28.6 | 7 | 100.0 | 0 | 0 | 5 | 5 | 100.0 | 0 | 0 |
| Milwaukee Area Bricklaying JAC | 40 | 19 | 47.5 | 1 | 2.5 | 40 | 100.0 | 0 | 0 | 16 | 16 | 100.0 | 0 | 0 |
| Bricklayer (47-2021.00) | 40 | 19 | 47.5 | 1 | 2.5 | 40 | 100.0 | 0 | 0 | 16 | 16 | 100.0 | 0 | 0 |
| Milwaukee Area Cement Masonry JAC | 37 | 21 | 56.8 | 1 | 2.7 | 37 | 100.0 | 0 | 0 | 17 | 17 | 100.0 | 0 | 0 |
| Cement Mason (47-2051.00) | 19 | 8 | 42.1 | 1 | 5.3 | 19 | 100.0 | 0 | 0 | 13 | 13 | 100.0 | 0 | 0 |
| Cement Mason (Heavy Highway) (47-2051.00) | 18 | 13 | 72.2 | 0 | 0 | 18 | 100.0 | 0 | 0 | 5 | 5 | 100.0 | 0 | 0 |
| Milwaukee Area Tile Setters JAC | 13 | 6 | 46.2 | 1 | 7.7 | 13 | 100.0 | 0 | 0 | 5 | 5 | 100.0 | 0 | 0 |
| Tile Setter (47-2044.00) | 13 | 6 | 46.2 | 1 | 7.7 | 13 | 100.0 | 0 | 0 | 5 | 5 | 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.

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 #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 | 317 | 88 | 27.8 | 11 | 3.5 | 275 | 86.8 | 42 | 13.2 | 94 | 77 | 81.9 | 17 | 18.1 |
| Northeast WI Area Masonry JAC | 51 | 7 | 13.7 | 0 | 0 | 49 | 96.1 | 2 | 3.9 | 18 | 16 | 88.9 | 2 | 11.1 |
| Bricklayer (47-2021.00) | 37 | 5 | 13.5 | 0 | 0 | 36 | 97.3 | 1 | 2.7 | 14 | 13 | 92.9 | 1 | 7.1 |
| Cement Mason (47-2051.00) | 10 | 1 | 10.0 | 0 | 0 | 9 | 90.0 | 1 | 10.0 | 7 | 6 | 85.7 | 1 | 14.3 |
| Tile Setter (47-2044.00) | 5 | 1 | 20.0 | 0 | 0 | 5 | 100.0 | 0 | 0 | 2 | 2 | 100.0 | 0 | 0 |
| Tri-County Area Trowel Trades JAC | 16 | 8 | 50.0 | 1 | 6.3 | 16 | 100.0 | 0 | 0 | 12 | 12 | 100.0 | 0 | 0 |
| Bricklayer (47-2021.00) | 7 | 1 | 14.3 | 1 | 14.3 | 7 | 100.0 | 0 | 0 | 6 | 6 | 100.0 | 0 | 0 |
| Cement Mason (47-2051.00) | 7 | 5 | 71.4 | 0 | 0 | 7 | 100.0 | 0 | 0 | 6 | 6 | 100.0 | 0 | 0 |
| Cement Mason (Heavy Highway) (47-2051.00) | 2 | 2 | 100.0 | 0 | 0 | 2 | 100.0 | 0 | 0 | 2 | 2 | 100.0 | 0 | 0 |
| Western WI Masonry JAC | 35 | 3 | 8.6 | 2 | 5.7 | 35 | 100.0 | 0 | 0 | 9 | 9 | 100.0 | 0 | 0 |
| Bricklayer (47-2021.00) | 26 | 2 | 7.7 | 2 | 7.7 | 26 | 100.0 | 0 | 0 | 8 | 8 | 100.0 | 0 | 0 |
| Cement Mason (47-2051.00) | 10 | 1 | 10.0 | 0 | 0 | 10 | 100.0 | 0 | 0 | 4 | 4 | 100.0 | 0 | 0 |
| WI River Valley Area Masonry JAC | 14 | 1 | 7.1 | 0 | 0 | 14 | 100.0 | 0 | 0 | 5 | 5 | 100.0 | 0 | 0 |
| Bricklayer (47-2021.00) | 14 | 1 | 7.1 | 0 | 0 | 14 | 100.0 | 0 | 0 | 5 | 5 | 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 Masonry Committee | | |
| Sponsored Trade Group(s): Construction | | |
| Year | Active Apprentices | Active Employers |
| 2015 | 114 | 67 |
| 2016 | 146 | 76 |
| 2017 | 175 | 79 |
| 2018 | 183 | 77 |
| 2019 | 187 | 75 |
| 2020 | 184 | 73 |
| 2021 | 173 | 71 |
| 2022 | 168 | 71 |
| 2023 | 184 | 75 |
| 2024 | 233 | 74 |
| 2025 | 242 | 82 |

