

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: DWDEET@dwd.wisconsin.gov



Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Ironworking State Apprenticeship Advisory Committee

Agenda

Wednesday, April 9, 2025
1:00 pm – 3:00 pm

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

Teams Meeting ID: 254 053 510 398 | Passcode: BinaHE

Attend via Phone: #608-571-2209 | Conference ID: 527 488 470#

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. State Standards
6. Director's Call Discussion
7. Other Discussion Items
8. Review Program Participants
9. Set Next Meeting Date/Time
10. Adjourn

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.



State Apprenticeship Standards
for
Ironworking

Revised September 2023

Approved by the
Ironworking State Apprenticeship Advisory Committee,
Wisconsin Apprenticeship Advisory Council,
and Bureau of Apprenticeship Standards

Foreword

The State Committees are a very important part of the structure that advises the Bureau on the administration of the apprenticeship program and on communicating with all the partners in the apprenticeship program. They have been an integral part of Wisconsin apprenticeship since shortly after its inception. Just as the Advisory Council reviews and recommends overarching apprenticeship policy, the State Committees recommend policy relating to their trade(s) (*Wisconsin Apprenticeship Manual, Ch. 2.3*).

These standards are consistent with the Wisconsin Apprenticeship Law, Wis. Stats. Chapter 106, Wis. Admin. Code DWD Chapter 295, Wis. Admin. Code DWD 296 and the *Wisconsin Apprenticeship Manual*.

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Section Two: Policies established by BAS and the State Committee

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2. Minimum Qualifications of Applicants
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4. Requirements for Supervision
5. Additional Requirements
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Section One:

Policies established in the Wisconsin Apprenticeship Manual

1. Membership of a State Committee (Ch. 2.5)

A. The membership of a State Committee is comprised of no less than four and no more than 20 members, consisting of an equal number of members representing employer and employee interests. Membership of a State Committee must represent all occupations overseen by that committee, all types of employers active in training apprentices, and a variety of geographic areas of the state. The Bureau may designate consultants to serve as non-voting members, including technical college representatives, apprenticeship coordinators, training instructors, and other interested parties.

B. Employer Members

Employer members will be nominated by professional organizations involved in the training of apprentices in the affiliated occupations. Such organizations must be actively training apprentices, or have done so within the last two years, to nominate a member. This requirement is waived for organizations involved in the development of a new apprenticeship occupation. Where no professional organization exists, the Bureau may identify and appoint members.

In a construction State Committee, the percentages of employer members representing union employers and non-union employers must approximate the percentages of union and non-union apprentices in the occupation(s) statewide. For example, a 10-member State Committee with 60 percent union and 40 percent non-union apprentices would have six union members and four non-union members.

C. Employee Members

Employee members are nominated to the Bureau by employee organizations and sponsor in-house apprenticeship committees. In cases where a sponsor has no in-house apprenticeship committee, nominees will be solicited from employers or professional organizations.

D. Terms

State Committee members will serve terms of three years and may be nominated for additional terms. Memberships will be staggered to maintain continuity. Vacancies may be filled, or members changed during an active term, at the request of the nominating entity.

The Bureau may remove a person from membership on a State Committee for one or more of the following reasons:

- 1) Failure to attend at least 75 percent of the committee meetings during the membership term, unless excused by the Bureau for good cause;
- 2) Failure to meet the membership requirements outlined in this section, unless a documented exception is granted by the Bureau; and/or
- 3) Violation of any state apprenticeship statute, rule or standard.

2. **State Committee Operations (Ch. 2.6)**

A. Meetings

State Committees meet at least twice per year, or more frequently if requested by the Bureau, in conformity with the Wisconsin Open Meeting Law. The committee will elect two co-chairs: one employer member and one employee member. A quorum exists when at least two employer and two employee members are present. Official meeting minutes will be prepared and catalogued by the Bureau.

B. Duties

State Committees are designed to arrive at recommendations based on consensus, meaning that the recommendations they make to the Bureau should reflect the interests of the collective group, rather than a simple majority. Reaching consensus does not assume that every member will be in complete agreement, but that a compromise has been reached.

Primary State Committee functions are to:

- i. Advise the Bureau and educators, such as the Wisconsin Technical College System (WTCS) and private training centers, on curriculum content and delivery of related instruction concerning the State Committee's apprenticeship programs.
- ii. Make recommendations for revisions to the state minimum standards to the State Committee's affiliated occupations every five years, or more frequently as needed. These minimum standards include:
 - a. The provisions of the Exhibit A, with the exclusion of compensation;
 - b. Minimum qualifications for apprentices, such as entrance scores;

- c. Minimum qualifications for apprentice sponsors; and
 - d. Employer requirements to serve as an apprentice trainer.
- iii. Advise the Bureau on policies and procedures pertaining to the administration of each apprenticeship occupation associated with the State Committee, including matters related to:
 - a. Apprentice reviews;
 - b. Apprentice selection processes;
 - c. Assessing and awarding credit for previous experience and education;
 - d. Local apprenticeship committee operations and meeting frequency;
 - e. Apprentice layoff and transfer policies and procedures;
 - f. The formation and dissolution of local apprenticeship committees;
 - g. Outreach and expansion strategies.

3. Program Standards (Ch. 5)

A. Term of Apprenticeship

The sponsor must indicate, for each occupation, the basis for tracking apprentice progress: competency, time, or a hybrid. Regardless of the tracking method, an apprenticeship must entail at least one year of work experience and related instruction.

Competency-Based

The occupation must be approved for administration as a competency-based apprenticeship by U.S. DOL. If not, the sponsor must consult the Bureau to determine if it is suitable as a competency-based occupation. The program standards must detail:

- a. The on-the-job learning component of the apprenticeship program;
- b. The required competencies to be mastered during the apprenticeship;
- c. How demonstration of the competencies will be determined, including written and hands-on evaluations that occur in a controlled setting that permit accurate and verifiable results;
- d. The related instruction, which must comply with the apprenticeship statute, regulations, and rules.

Time-Based

The traditional method of apprenticeship delivery, consisting of at least 2,000 hours of on-the-job learning. This approach monitors an apprentice's progress through tasks described in a work process schedule for the occupation.

Hybrid

Measures skill attainment through a combination of a specified minimum number of hours of on-the-job learning and successful demonstration of competencies as described in Exhibit A to the apprenticeship contract.

B. Work Processes

Standards must contain a schedule of work processes associated with the apprenticeship occupation. The work processes are an outline of supervised work experience that the apprentice will receive through on-the-job learning.

C. Related Instruction

The provision for organized related and supplemental instruction relevant to the occupation must be outlined in the standards and include a minimum of 144 hours of paid related instruction per year for the first two years of the program. Programs which are longer than two years must have at least 400 hours of paid related instruction during the term of the apprenticeship. Instruction may be delivered through the classroom, occupational or industry courses, electronic media, or other instruction approved by the Bureau. Instructors must meet educational and occupational requirements established by the Bureau and WTCS.

D. Numeric Ratio Description

Program standards must identify a numeric ratio of apprentices to journeyworkers that is consistent with proper supervision, training, safety, and continuity of employment. The ratio language shall be specific as to its application to the job site, workforce, department, or plant—with the employer's workforce being the preferred manner of expressing the ratio for Wisconsin registered apprenticeship programs. The ratio shall not exceed one journeyworker per apprentice, except where a collective bargaining agreement applies, then the ratio prescribed in the agreement may be used.

E. Probationary Period

The length of the probationary period for the apprentice, in relation to the full apprenticeship term, must be designated in the program standards. The probationary period cannot exceed 25 percent of the length of the program, or one year, whichever is shorter.

4. Exhibit A (Ch. 6.1)

- A. The apprenticeship contract details the stipulations of the apprenticeship training program and incorporates the program standards by reference. The contract must be agreed to and signed by the sponsor, the director of the Bureau (on behalf of the Department), and the apprentice (or in the case of a minor, the parent or guardian). The contents of each apprentice contract are not valid unless approved by the Bureau. The Bureau generates each contract. The contract face template, created by the Bureau, is in accordance with Wis. Admin. Code Ch. 295.07. (*Manual, Ch. 6, first paragraph*).
- B. Each apprenticeship contract will include a document designated as "Exhibit A." An Exhibit A is developed for each occupation associated with a program sponsor and included in the program standards. The Bureau approves the content of the Exhibit A through its authority to set local and state apprenticeship standards. The Exhibit A contains a synopsis of the following requirements of the apprenticeship, as approved by the Bureau, and in accordance with the program standards and Wis. Admin. Code Ch. 295.07.

Term of apprenticeship

The term may be based on competency, time, or a hybrid of the two. If time-based, then the number of hours, months or years necessary to complete the apprenticeship program are stated. If competency based, the Exhibit A includes a description of the skills to be attained and any on-the-job learning component. A hybrid program will state the number of hours to be spent by the apprentice on the job along with a description of the skills to be attained.

Probationary period

The period and stipulations of the probationary period, which can either be expressed in hours or months.

School attendance

The number of hours of paid related instruction and the related instruction provider.

Work process schedule

The basic job tasks of the apprenticeship program. For a time-based program, the approximate time the apprentice will spend on each work process. For a competency-based program, a description of the skill sets to be attained. A hybrid program will contain a combination of both. The schedule must be comprehensive enough to reflect the intent to train the

apprentice in all primary job tasks of the related occupation. The schedule need not be followed in the sequence outlined in the Exhibit A.

Minimum compensation to be paid

The graduated wage scale, including the skilled wage rate, to be paid to the apprentice.

Credit provisions

A description of any advanced standing work or education credit awarded to an apprentice and the wage commensurate with that advanced standing.

Special provisions

The special provisions describe additional stipulations or requirements of the apprenticeship program not contained elsewhere in the apprentice contract. For example, this section may detail additional unpaid instructional hours that the apprentice is required to take on their own time, required industry or employer certifications, or training courses mandated by the Bureau.

Section Two:

Policies Established by BAS and the State Committee

1. Organizations that Nominate Members to the State Committee

- A. Employer representative names will include nominees submitted to the Bureau by Associated General Contractors of Wisconsin, Associated Contractors and Employers Association, Eastern Wisconsin Erectors Association, and Fox Valley Erectors Association.
- B. Employee representative names will include nominees submitted to the Bureau by Ironworkers Local 8 and Local 383.

2. Minimum Qualifications for Applicants

All applicants, including applicants eligible for direct entry, must:

- A. Be a U.S. citizen or eligible non-citizen who is authorized to work in the U.S., as long as they meet the qualifications and requirements for enrollment into a particular program and are not required by law, regulation, or government contract to be a U.S. citizen;
- B. Be at least 18 years of age;
- C. Be fully able to perform the work of the occupation without hazard to themselves or others with reasonable accommodations, if needed;
- D. Have a high school diploma or equivalency;
- E. Have reliable transportation to the employer, job site, and related instruction.

3. Minimum Qualifications of Employers

All employers must:

- A. have been in business for at least one year at the time of applying as a sponsor or as an employer to a committee;
- B. ensure the apprentices are trained in the core work processes identified for this occupation;

- C. employ at least one full-time journeyworker, qualified supervisor, or other qualified individual to supervise and/or train the apprentice at all times.

4. Requirements for Supervision

- A. Apprentices in N/A in their N/A year(s), shall work under direct supervision. Direct Supervision means the journeyworker or qualified individual shall assume the responsibility of an activity of the apprentice and the results by providing oversight and guidance at the site where the activity is being conducted. The apprentice shall have quick and easy access to the journeyworker or qualified individual to communicate about a job.
- B. Apprentices in N/A in their N/A year(s) may work under indirect supervision on jobs for which they are trained and qualified. Indirect supervision means the journeyworker or qualified individual shall assume the responsibility of an activity of the apprentice and the results by providing oversight and guidance while not at the site where the activity is being conducted. The apprentice must have immediate access to a journeyworker or qualified individual via phone, radio, or other electronic means.
- C. Apprentices in Ironworker and Ironworker (Assembler, Metal Buildings) shall work under the direct supervision of a journeyworker on all work normally performed by such journeyworkers.

Under no circumstances shall apprentices supervise other apprentices.

5. Additional Requirements

N/A

6. Approved Exhibit A

The term, probationary period, schedule of work processes, and special provisions established by the state committee are included in the approved Exhibit A, which is stored in the Bureau of Apprenticeship Standards information system.



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	415	101	24.3	17	4.1	415	100.0	0	0	49	49	100.0	0	0
Iron Worker (47-2221.00)	399	97	24.3	17	4.3	399	100.0	0	0	48	48	100.0	0	0
Ironworker (Assembler, Metal Buildings) (51-2041.00)	16	4	25.0	0	0	16	100.0	0	0	3	3	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:

- 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	415	101	24.3	17	4.1	415	100.0	0	0	49	49	100.0	0	0
Madison Area Ironworking JAC	190	40	21.1	7	3.7	190	100.0	0	0	28	28	100.0	0	0
Iron Worker (47-2221.00)	190	40	21.1	7	3.7	190	100.0	0	0	28	28	100.0	0	0
Milwaukee Area Ironworking JAC	225	61	27.1	10	4.4	225	100.0	0	0	38	38	100.0	0	0
Iron Worker (47-2221.00)	209	57	27.3	10	4.8	209	100.0	0	0	36	36	100.0	0	0
Ironworker (Assembler, Metal Buildings) (51-2041.00)	16	4	25.0	0	0	16	100.0	0	0	3	3	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 Ironworking Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	198	52
2016	261	58
2017	312	57
2018	299	61
2019	304	57
2020	280	53
2021	243	51
2022	233	50
2023	299	51
2024	295	44
2025	340	48

