

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, April 8, 2025  
10:00am-12:00pm

**Attend In-Person:** 201 E. Washington Avenue  
Madison, WI 53703, Rm: F105

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

Teams Meeting ID: 247 509 260 588 | Passcode: jTduEk

**Attend via Phone:** #608-571-2209 | Conference ID: 340 752 007#

*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. Discussion on Status of Carpenter-Heavy Highway Pile Driver program
  - c. Discussion of two Term Variable of State Exhibit A.
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 Carpentry Statewide

September 10, 2024

10:00 am

In-Person and/or Virtual: Both

| Check if Present                    | Members              | Organization/Employer         |
|-------------------------------------|----------------------|-------------------------------|
| <input checked="" type="checkbox"/> | Adamavich, Michael   | NCSRCC                        |
| <input checked="" type="checkbox"/> | Bunkelman, Jim       | Royal Construction, Inc       |
| <input checked="" type="checkbox"/> | Coates, Shaun        | NCSRCC                        |
| <input checked="" type="checkbox"/> | Hennessey, Kevin     | NCSRCC                        |
| <input checked="" type="checkbox"/> | Hernandez, Raul      | NCSRCC                        |
| <input checked="" type="checkbox"/> | Higgins, Mike        | NCSRCC                        |
| <input checked="" type="checkbox"/> | Macejkovic, Jim      | Building Service, Inc         |
| <input type="checkbox"/>            | McDonald, Michael    | ABC                           |
| <input type="checkbox"/>            | Preiss, Tim          | Boldt Construction            |
| <input checked="" type="checkbox"/> | Rodriguez, Pat       | NCSRCC                        |
| <input checked="" type="checkbox"/> | Schwengels, Joe      | JP Cullen & Sons              |
| <input checked="" type="checkbox"/> | Smith, Aaron         | CG Schmidt, Inc               |
| <input type="checkbox"/>            |                      |                               |
| 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"/> | Bialcik, Corey       | NCSRCC                        |
| <input checked="" type="checkbox"/> | O'Shasky, Lynn       | Bureau of Apprenticeship      |
| <input checked="" type="checkbox"/> | Neddef, Brandon      | Carpenters Training Institute |
| <input checked="" type="checkbox"/> | Bernthal, Jamie      | WTCS                          |
| <input checked="" type="checkbox"/> | Nowak, Raquel        | Bureau of Apprenticeship      |
| <input checked="" type="checkbox"/> | Pelikan, Leslie      | Bureau of Apprenticeship      |
| <input checked="" type="checkbox"/> | Kircher, Brittini    | Carpenters Training Institute |
| <input checked="" type="checkbox"/> | Perkofski, Lisa      | NCSRCC                        |
| <input checked="" type="checkbox"/> | Foster, Cheyenne     | ABC                           |
| <input type="checkbox"/>            |                      |                               |
| <input type="checkbox"/>            |                      |                               |

**Carpentry Statewide Committee**  
**Fall Meeting Minutes - Draft**  
Lynn O'Shasky

*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: 10:01 am

**2. Introductions and Record Attendees** (in table above)

**3. Review Roster**

- Note any Changes: none

**4. Review and Approve Previous Meeting Minutes**

- Note any Changes: none
- Motioned to Approve made by: Pat Rodriguez
- Seconded Motion made by: Mike Adamavich

**5. Specific Committee Items for Discussion** (*Public Comment*)  
**None noted**

**6. WTCS Update**

- Jamie Bernthal: No specific carpentry updates. Ascendium Tools of the Trade scholarship. \$2000/year.
- Also looking for recipients willing to help Ascendium evaluate the program for process improvements, ease of applications, etc. Income qualification may disqualify apprentices in later years.

**7. Questions from the Director's Call**

- Note Questions/Comments: Director's calls are now being recorded and available online at <https://dwd.wisconsin.gov/apprenticeship/meetings-statetrade.htm> To sign up for State Committee meeting notifications, please use above link as well.

**8. Other**

- Note Questions/Comments: *Click or tap here to enter text.*
  - a. David Polk shared information on National Apprenticeship Week.
    - This is the 10 year anniversary of the event; November 17-23.
    - Please share any information regarding events, tours and celebrations with the link on the website.
    - If you would like to request DWD/BAS personnel to attend your event, that request should be made to David or Liz.
  - b. The Biennial Conference is scheduled February 19-21, 2025 at the Kalahari Resort. Save the date information has been send out. More information is upcoming on our website.

**9. Review program participants**

- Note Questions/Comments: n/a

**10. Set Next Meeting Date/Time**

- Note Next Meeting: April 8, 2025 10:00 am

**11. Adjourn**

- Note Time: 10:49 am
- Motion to Adjourn made by: Pat Rodriguez
- Motion Seconded by: Mike Adamavich

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.



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          |
| <b>Report Total</b>                                   | <b>1,598</b> | <b>296</b> | <b>18.5</b> | <b>52</b> | <b>3.3</b> | <b>1,445</b> | <b>90.4</b> | <b>154</b> | <b>9.6</b> | <b>237</b> | <b>187</b> | <b>78.9</b> | <b>50</b> | <b>21.1</b> |
| 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)                 | 1,245        | 248        | 19.9        | 45        | 3.6        | 1,099        | 88.3        | 146        | 11.7       | 184        | 138        | 75.0        | 46        | 25.0        |
| Carpenter (Construction-Residential SWR) (47-2031.01) | 9            | 2          | 22.2        | 0         | 0          | 0            | 0           | 9          | 100.0      | 6          | 0          | 0           | 6         | 100.0       |
| Carpenter (Floor Coverer) (47-2042.00)                | 71           | 17         | 23.9        | 1         | 1.4        | 71           | 100.0       | 0          | 0          | 22         | 22         | 100.0       | 0         | 0           |
| Carpenter (Heavy Highway Pile Driver) (47-2072.00)    | 37           | 3          | 8.1         | 2         | 5.4        | 37           | 100.0       | 0          | 0          | 12         | 12         | 100.0       | 0         | 0           |
| Carpenter (Millwright) (49-9044.00)                   | 219          | 23         | 10.5        | 5         | 2.3        | 219          | 100.0       | 0          | 0          | 35         | 35         | 100.0       | 0         | 0           |
| Carpenter (Pile Driver) (47-2031.00)                  | 24           | 3          | 12.5        | 0         | 0          | 24           | 100.0       | 0          | 0          | 9          | 9          | 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<br>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           |
| <b>Report Total</b>                                   | <b>1,598</b> | <b>296</b> | <b>18.5</b> | <b>52</b> | <b>3.3</b> | <b>1,445</b> | <b>90.4</b>  | <b>154</b> | <b>9.6</b>   | <b>237</b> | <b>187</b> | <b>78.9</b>  | <b>50</b> | <b>21.1</b>  |
| <b>ABC of Wisconsin (All)</b>                         | <b>117</b>   | <b>13</b>  | <b>11.1</b> | <b>2</b>  | <b>1.7</b> | <b>0</b>     | <b>0</b>     | <b>117</b> | <b>100.0</b> | <b>40</b>  | <b>0</b>   | <b>0</b>     | <b>40</b> | <b>100.0</b> |
| Carpenter (Construction) (47-2031.00)                 | 115          | 13         | 11.3        | 2         | 1.7        | 0            | 0            | 115        | 100.0        | 39         | 0          | 0            | 39        | 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        |
| <b>Central Wisconsin Area Carpentry JAC</b>           | <b>30</b>    | <b>3</b>   | <b>10.0</b> | <b>1</b>  | <b>3.3</b> | <b>0</b>     | <b>0</b>     | <b>30</b>  | <b>100.0</b> | <b>6</b>   | <b>0</b>   | <b>0</b>     | <b>6</b>  | <b>100.0</b> |
| Carpenter (Construction) (47-2031.00)                 | 30           | 3          | 10.0        | 1         | 3.3        | 0            | 0            | 30         | 100.0        | 6          | 0          | 0            | 6         | 100.0        |
| <b>Eau Claire Area Carpentry JAC</b>                  | <b>98</b>    | <b>4</b>   | <b>4.1</b>  | <b>2</b>  | <b>2.0</b> | <b>98</b>    | <b>100.0</b> | <b>0</b>   | <b>0</b>     | <b>27</b>  | <b>27</b>  | <b>100.0</b> | <b>0</b>  | <b>0</b>     |
| Carpenter (Construction) (47-2031.00)                 | 87           | 3          | 3.4         | 2         | 2.3        | 87           | 100.0        | 0          | 0            | 21         | 21         | 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            | 5          | 5          | 100.0        | 0         | 0            |
| <b>Greater Wisconsin Millwright JAC</b>               | <b>171</b>   | <b>9</b>   | <b>5.3</b>  | <b>3</b>  | <b>1.8</b> | <b>171</b>   | <b>100.0</b> | <b>0</b>   | <b>0</b>     | <b>24</b>  | <b>24</b>  | <b>100.0</b> | <b>0</b>  | <b>0</b>     |
| Carpenter (Millwright) (49-9044.00)                   | 171          | 9          | 5.3         | 3         | 1.8        | 171          | 100.0        | 0          | 0            | 24         | 24         | 100.0        | 0         | 0            |
| <b>La Crosse Area Carpentry JAC</b>                   | <b>66</b>    | <b>3</b>   | <b>4.5</b>  | <b>0</b>  | <b>0</b>   | <b>66</b>    | <b>100.0</b> | <b>0</b>   | <b>0</b>     | <b>15</b>  | <b>15</b>  | <b>100.0</b> | <b>0</b>  | <b>0</b>     |
| Carpenter (Construction) (47-2031.00)                 | 54           | 3          | 5.6         | 0         | 0          | 54           | 100.0        | 0          | 0            | 14         | 14         | 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            |
| <b>Madison Area Carpentry JAC</b>                     | <b>268</b>   | <b>59</b>  | <b>22.0</b> | <b>12</b> | <b>4.5</b> | <b>268</b>   | <b>100.0</b> | <b>0</b>   | <b>0</b>     | <b>47</b>  | <b>47</b>  | <b>100.0</b> | <b>0</b>  | <b>0</b>     |
| Carpenter (Construction) (47-2031.00)                 | 255          | 57         | 22.4        | 11        | 4.3        | 255          | 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



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.

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- Contract sector is 'Construction'.
- Contract occupation code matches a occupation code assigned to committee.
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| Sponsor Name<br>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           |
| <b>Report Total</b>                                   | <b>1,598</b> | <b>296</b> | <b>18.5</b> | <b>52</b> | <b>3.3</b> | <b>1,445</b> | <b>90.4</b>  | <b>154</b> | <b>9.6</b>   | <b>237</b> | <b>187</b> | <b>78.9</b>  | <b>50</b> | <b>21.1</b>  |
| <b>Northeast Wisconsin Carpentry JAC</b>              | <b>275</b>   | <b>38</b>  | <b>13.8</b> | <b>14</b> | <b>5.1</b> | <b>274</b>   | <b>99.6</b>  | <b>1</b>   | <b>.4</b>    | <b>35</b>  | <b>34</b>  | <b>97.1</b>  | <b>1</b>  | <b>2.9</b>   |
| Carpenter (Construction) (47-2031.00)                 | 233          | 30         | 12.9        | 14        | 6.0        | 232          | 99.6         | 1          | .4           | 27         | 26         | 96.3         | 1         | 3.7          |
| Carpenter (Floor Coverer) (47-2042.00)                | 30           | 7          | 23.3        | 0         | 0          | 30           | 100.0        | 0          | 0            | 6          | 6          | 100.0        | 0         | 0            |
| Carpenter (Heavy Highway Pile Driver) (47-2072.00)    | 15           | 1          | 6.7         | 1         | 6.7        | 15           | 100.0        | 0          | 0            | 7          | 7          | 100.0        | 0         | 0            |
| <b>Northern WI Carpenters Advisory Comm</b>           | <b>6</b>     | <b>2</b>   | <b>33.3</b> | <b>0</b>  | <b>0</b>   | <b>0</b>     | <b>0</b>     | <b>6</b>   | <b>100.0</b> | <b>3</b>   | <b>0</b>   | <b>0</b>     | <b>3</b>  | <b>100.0</b> |
| Carpenter (Construction-Residential SWR) (47-2031.01) | 6            | 2          | 33.3        | 0         | 0          | 0            | 0            | 6          | 100.0        | 3          | 0          | 0            | 3         | 100.0        |
| <b>SE WI Area Carpentry JAC</b>                       | <b>428</b>   | <b>143</b> | <b>33.4</b> | <b>15</b> | <b>3.5</b> | <b>428</b>   | <b>100.0</b> | <b>0</b>   | <b>0</b>     | <b>86</b>  | <b>86</b>  | <b>100.0</b> | <b>0</b>  | <b>0</b>     |
| 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)                 | 397          | 134        | 33.8        | 14        | 3.5        | 397          | 100.0        | 0          | 0            | 75         | 75         | 100.0        | 0         | 0            |
| Carpenter (Floor Coverer) (47-2042.00)                | 30           | 9          | 30.0        | 1         | 3.3        | 30           | 100.0        | 0          | 0            | 12         | 12         | 100.0        | 0         | 0            |
| <b>SE WI Area Millwright/PileDriver JAC</b>           | <b>67</b>    | <b>17</b>  | <b>25.4</b> | <b>2</b>  | <b>3.0</b> | <b>67</b>    | <b>100.0</b> | <b>0</b>   | <b>0</b>     | <b>18</b>  | <b>18</b>  | <b>100.0</b> | <b>0</b>  | <b>0</b>     |
| Carpenter (Millwright) (49-9044.00)                   | 48           | 14         | 29.2        | 2         | 4.2        | 48           | 100.0        | 0          | 0            | 13         | 13         | 100.0        | 0         | 0            |
| Carpenter (Pile Driver) (47-2031.00)                  | 19           | 3          | 15.8        | 0         | 0          | 19           | 100.0        | 0          | 0            | 7          | 7          | 100.0        | 0         | 0            |
| <b>Wausau Area Carpentry JAC</b>                      | <b>78</b>    | <b>5</b>   | <b>6.4</b>  | <b>1</b>  | <b>1.3</b> | <b>78</b>    | <b>100.0</b> | <b>0</b>   | <b>0</b>     | <b>21</b>  | <b>21</b>  | <b>100.0</b> | <b>0</b>  | <b>0</b>     |
| Carpenter (Construction) (47-2031.00)                 | 76           | 5          | 6.6         | 1         | 1.3        | 76           | 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: 2025\* and Previous -10 Years

| *Current year is YTD data as of Run Date: 03/17/2025 |                    |                  |
|--|--------------------|------------------|
| Run Date: 03/17/2025                                 |                    |                  |
| 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              | 226              |
| 2022   | 1,184              | 222              |
| 2023   | 1,168              | 217              |
| 2024   | 1,239              | 215              |
| 2025   | 1,278              | 219              |

