

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

Heat and Frost Insulators State Apprenticeship Advisory Committee

Agenda

Wednesday, September 17, 2025
1:00 pm - 3:00 pm

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

Teams Meeting ID: 230 048 891 608 | Passcode: XH2HT2cP

Attend via Phone: #608-571-2209 | Conference ID: 866 058 569#

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 committee items for discussion
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 Heat & Frost Insulators

April 1, 2025

1:00pm

In-Person and/or Virtual: Virtual

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Tony Walter, Co-Chair	Employer: Insulation Industries Inc
<input checked="" type="checkbox"/>	Cheyenne Foster	Employer: ABC –Proxy for Michael McDonald
<input checked="" type="checkbox"/>	Mark Skic	Employer: Taylor Insulation
<input checked="" type="checkbox"/>	Brett Large, Co-Chair	Employee: Int'l Assoc of Heat & Frost Insulators
<input checked="" type="checkbox"/>	Mark Foelker	Employee: Int'l Assoc of Heat & Frost Insulators
<input checked="" type="checkbox"/>	Jeremy Wicke	Employee: Heat & Frost Insulators Local 127
<input type="checkbox"/>		
Check if Present	Consultants & Guests	Organization/Employer
<input checked="" type="checkbox"/>	David Polk	Bureau of Apprenticeship, Director
<input checked="" type="checkbox"/>	Liz Pusch	Bureau of Apprenticeship, Deputy Director
<input checked="" type="checkbox"/>	Melissa Uffelman	Bureau of Apprenticeship, Policy Analyst
<input checked="" type="checkbox"/>	Jason Rieger	UW Madison, Heat & Frost
<input checked="" type="checkbox"/>	Corey Popp	UW Madison
<input checked="" type="checkbox"/>	Leslie Pelikan	Bureau of Apprenticeship
<input type="checkbox"/>		

Draft Meeting Minutes
Melissa Uffelman

Note: Public comment will occur only when noted, after committee discussion and prior to committee action.

1. Call Meeting to Order

- Note Who: Brett Large
- Note Time: 1:03pm

2. Introductions and Record Attendees (in table above)

3. Review Roster

- 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: No Changes
- Motioned to Approve made by: Tony Walter
- Seconded Motion made by: Mark Skic
- Motion Approved

5. Specific Committee Items for Discussion (*Public Comment*)

- **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.

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 Discussion Items

- David Polk 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

9. Set Next Meeting Date/Time

- September 17, 2025 1:00pm virtual

10. Adjourn

- Note Time: 1:20 pm
- Motion to Adjourn made by: Jeremy Wicke
- Motion Seconded by: Mark Foelker
- 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	142	37	26.1	8	5.6	133	93.7	9	6.3	28	24	85.7	4	14.3
Insulation Worker (Heat & Frost) (47-2132.00)	142	37	26.1	8	5.6	133	93.7	9	6.3	28	24	85.7	4	14.3



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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	142	37	26.1	8	5.6	133	93.7	9	6.3	28	24	85.7	4	14.3
ABC of Wisconsin (All)	9	2	22.2	0	0	0	0	9	100.0	4	0	0	4	100.0
Insulation Worker (Heat & Frost) (47-2132.00)	9	2	22.2	0	0	0	0	9	100.0	4	0	0	4	100.0
Northern WI Area Heat & Frost JAC	27	4	14.8	2	7.4	27	100.0	0	0	7	7	100.0	0	0
Insulation Worker (Heat & Frost) (47-2132.00)	27	4	14.8	2	7.4	27	100.0	0	0	7	7	100.0	0	0
Southern WI Heat & Frost Insulators JAC	106	31	29.2	6	5.7	106	100.0	0	0	18	18	100.0	0	0
Insulation Worker (Heat & Frost) (47-2132.00)	106	31	29.2	6	5.7	106	100.0	0	0	18	18	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 Heat & Frost Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	63	21
2016	74	21
2017	73	19
2018	77	19
2019	79	20
2020	75	19
2021	76	21
2022	61	16
2023	58	18
2024	90	20
2025	107	23

