

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

Industrial Mechanical & Fluid Maintenance State Apprenticeship Advisory Committee

Agenda

Tuesday, October 14, 2025
10:00 am - 12:00 pm

Attend In-Person:

Northeast WI Technical College
2740 W Mason St Green Bay
Room ET105

**Parking is in Lot B, Enter Door 14*

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

Teams Meeting ID: 213 429 114 393 4 | Passcode: Jf6U5Dh7

Attend via Phone: #608-571-2209 | Conference ID: 757 240 351#

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
 - a. Elect Co-Chairs
4. Review and Approve Previous Meeting Minutes
5. Specific Committee Items for Discussion (*Public Comment*)
 - a. Update: Expansion of Committee Membership
 - b. Discussion of Potential Move of Mechatronics Program to Electrical & Instrumentation State Committee
6. Director's Call Discussion
7. WTCS Report
8. Other Discussion Items
9. Review Program Participants
10. Set Next Meeting Date/Time
11. Adjourn

**A tour will be provided upon meeting adjournment.*

State Apprenticeship Advisory Committee Industrial Mechanical & Fluid Maintenance (IM&FM)

April 29, 2025

10:00 a.m.

In-Person and/or Virtual: Virtual

Check if Present	Members	Organization/Employer
☒	Steckl, Jamie (Co-Chair)	Quad Graphics – Sussex
☒	Dehnel, Charles	Domtar
☐	Lenzendorf, Bryan	3M
☐	Steele, Kyle	Domtar
☒	Gregory, Steven	Mercury Marine
☐	Harry, Bob	GKN Sinter Metals
☐	Lischka, Ken	John Deere Horicon Works
☒	Miller, Brian	Quad
☒	Hanson, Kristal	Ahlstrom
Check if Present	Consultants & Guests	Organization/Employer
☒	Polk, David	Bureau of Apprenticeship
☒	Pusch, Liz	Bureau of Apprenticeship
☐	O'Shasky, Lynn	Bureau of Apprenticeship
☒	Nowak, Raquel	Bureau of Apprenticeship
☒	Schofield, Trina	Bureau of Apprenticeship
☒	Kennedy, Tammy	Bureau of Apprenticeship
☒	Pelikan, Leslie	Bureau of Apprenticeship
☒	Amanda Mayek	WTCS
☒	Jungwirth, Christina	NWTC
☐		

Draft Meeting Minutes

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: Jamie Steckl
- Note Time: 10:03 am

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: Jamie (Quad) will be stepping down, replaced by Brian Miller
BAS will follow up with members who have terms expiring with the necessary paperwork to continue or nominate a replacement.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: N/A
- Motioned to Approve made by: Jamie Steckl
- Seconded Motion made by: Charles Dehnel

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

- Expansion of committee membership-discussion on how to increase membership.
 - Currently holding one meeting in person/one virtual yearly.
 - Review of trades covered by committee: Millwright/maintenance mechanic well represented. Reviewed representation Industrial pipefitter, Machine repair and Mechatronics for additional membership.
 - Committee would like to see more employee membership on the committee
 - Action: BAS to perform outreach to expand committee membership.
- Discussion of Mechatronics being overseen by this committee. Committee had previously recommended it be moved to E&I Committee, but not approved by BAS Director.
 - Action: BAS will revisit this discussion with both E&I State Committee and this committee in Fall 2025.
- Merc Marine volunteered to host and also suggested MPTC as site for upcoming meetings. NWTC volunteered to host.
- Minimum qualifications for applicant: sponsor can adopt more stringent requirements. Discussion of lower to 17 for early graduates.
Carried over item from previous meetings. No quorum but after discussion, BAS took recommendation and lowered age to 17. Updated standards shared. Will be shared with committee members.
- 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

Note Questions/Comments: N/A

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.

7. WTCS Report

Mandy Mayek was introduced as the new Director of Apprenticeship & Construction for the Wisconsin Technical College System.

WTCS completer report has been published. Link is

<https://www.wtcsystem.edu/impact/apprenticeship-completion-report/>

8. Other Discussion Items

- Note Questions/Comments: N/A

Review program participants

- Note Questions/Comments: .

Set Next Meeting Date/Time

- Note Next Meeting: Tuesday, October 14 10:00 am
- Meeting will be held in-person at MPTC-Fond du lac

Adjourn

- Note Time: 10:37 am
- Motion to Adjourn made by: Jamie Steckl
- Motion Seconded by: Steve Gregory

State Industrial Mech & Fluid Maint Comm • Madison WI
Mechatronics Technician • 02-828261022-02-H
Exhibit A - Program Provisions

Approved: 1/17/2025

TERM OF APPRENTICESHIP: The term of apprenticeship shall be Hybrid, which has been established to be 5 years of not less than 10,000 hours. In addition to the specified hours, the apprentice must successfully attain the competencies described in these program provisions. Hours of labor shall be the same as established for other skilled employees in the occupation.

PROBATIONARY PERIOD: The probationary period shall be the first 12 months of the apprenticeship. During the probationary period, this contract may be cancelled by the apprentice or the sponsor upon written notice to the Department.

PAID RELATED INSTRUCTION ATTENDANCE: The apprentice shall attend the Wisconsin Technical College System or other approved training provider, as assigned, for paid related instruction four hours per week or the equivalent and satisfactorily complete the prescribed course material for a minimum of 864 hours, unless otherwise approved by the Department. The employer must pay the apprentice for attended related instruction hours at the same rate per hour as for services performed.

WORK PROCESS SCHEDULE: In order to obtain well-rounded training and thereby qualify as a skilled worker in the occupation, the apprentice shall have experience and training in the following areas and shall demonstrate competency, as specified herein. This instruction and experience shall include the following operations but not necessarily in the sequence given. Time spent on specific operations need not be continuous.

<u>Work Process Description</u>	<u>Approximate Hours</u> (Min - Max)
Perform work safely. A. Follow lockout-tagout procedure. B. Establish a safe workspace. C. Follow confined space entry safety rules. D. Work at heights safely. E. Reference applicable federal, state and local electrical codes. F. Wear personal protective equipment. G. Adhere to arc flash safety. H. Use hand and power tools safely.	500
Install mechanical equipment. A. Interpret mechanical drawings and schematics. B. Assemble machine equipment and components. C. Rig loads. D. Operate forklifts and powered industrial vehicles. E. Level and align machines. F. Complete connections to hydraulic and pneumatic utilities.	1000
Install electrical equipment. A. Interpret electrical schematics. B. Install electrical field devices. C. Construct control cabinets.	1000
Maintain mechanical equipment. A. Inspect equipment and components. B. Perform thermography. C. Disassemble equipment. D. Repair hydraulic/pneumatic devices and systems.	1000

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 Exhibit A - Program Provisions

E. Rebuild pumps and cylinders.	
F. Maintain mechanical power transmission systems.	
G. Replace mechanical components.	
H. Perform preventive maintenance.	
I. Replace motors.	
Troubleshoot systems.	2000
A. Communicate with operators.	
B. Troubleshoot electrical systems.	
C. Troubleshoot with PLC logic.	
D. Troubleshoot hydraulic/pneumatic systems.	
E. Research solutions to problems.	
Operate machine shop equipment and tools.	650
A. Utilize precision and semi-precision measuring equipment.	
B. Operate grinders.	
C. Operate lathes.	
D. Operate drill presses.	
E. Operate mills.	
F. Operate saws.	
Weld and fabricate parts.	300
A. Bend or shape metal.	
B. Perform welds using all processes, positions and materials available to employer.	
C. Use proper safety procedures for handling gasses.	
Maintain automation systems.	1000
A. Maintain vision systems.	
B. Troubleshoot vision systems.	
C. Maintain robotic systems.	
D. Troubleshoot robotic systems.	
Modify devices and systems.	500
A. Modify HMI.	
B. Modify PLC programs.	
C. Install/ Replace VFDs.	
Maintain documents and records.	200
A. Revise paper or pencil drawings.	
B. Use computerized maintenance systems.	
C. Conduct Inventory procurement.	
Local Optional Work Processes	986
Paid Related Instruction	864
TOTAL	10000

The above schedule is to include all operations and such other work as is customary in the occupation.

MINIMUM COMPENSATION TO BE PAID:

The apprentice's wage must average no less than 60% of the skilled wage rate during the term of the apprenticeship

DETA-10408-E (R. 02/2023)

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Exhibit A - Program Provisions

(DWD 295.05) The apprentice may not be started at less than the minimum wage.

The base skilled wage rate is N/A per hour.

If the apprentice is covered under a collective bargaining agreement, the wage rate specified by that collective bargaining agreement applies.

If the apprentice is not covered under a collective bargaining agreement, the employer may exceed the base skilled wage rate at their discretion.

An apprentice's rate of pay for overtime shall be increased by the same percentage as the journey worker's rate of pay for overtime is increased in the same industry or establishment.

CREDIT PROVISIONS: The apprentice, granted credit at the start or during the term of the apprenticeship, shall be paid the wage rate of the pay period to which such credit advanced the apprentice.

Work credit hours approved: N/A

School credit hours approved:

Paid related instruction: N/A

Unpaid related instruction: N/A

Total credit hours to be applied to the term of the apprenticeship: N/A

SPECIAL PROVISIONS:

The apprentice must successfully complete the Transition to Trainer course in his or her final year.

The apprentice may be required by the employer to obtain basic First Aid and CPR certifications and maintain them throughout the program.



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 'Industrial'.
 - 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	750	96	12.8	30	4.0	390	52.0	362	48.3	208	77	37.0	132	63.5
Industrial Manufacturing Technician (00-0000.00)	32	10	31.3	10	31.3	2	6.3	30	93.8	7	1	14.3	6	85.7
Industrial Pipefitter (00-0000.00)	39	3	7.7	0	0	29	74.4	10	25.6	16	11	68.8	5	31.3
Lubrication Technician (00-0000.00)	3	0	0	0	0	3	100.0	0	0	2	2	100.0	0	0
Machine Repair (00-0000.00)	21	8	38.1	0	0	14	66.7	7	33.3	10	7	70.0	3	30.0
Maintenance Mechanic (49-9041.00)	351	48	13.7	9	2.6	169	48.1	183	52.1	102	35	34.3	68	66.7
Maintenance Mechanic/Pipefitter (49-9041.00)	27	1	3.7	0	0	18	66.7	9	33.3	4	2	50.0	2	50.0
Mechatronics Technician (49-2094.00)	45	10	22.2	3	6.7	2	4.4	43	95.6	25	1	4.0	24	96.0
Millwright (49-9044.00)	186	9	4.8	8	4.3	123	66.1	64	34.4	62	35	56.5	27	43.5
Millwright/Pipefitter (00-0000.00)	36	4	11.1	0	0	36	100.0	0	0	3	3	100.0	0	0
Welder - Fabricator (51-4121.00)	26	3	11.5	0	0	8	30.8	18	69.2	15	4	26.7	11	73.3

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 Industrial Mech & Fluid Maint Comm		
Sponsored Trade Group(s): Industrial		
Year	Active Apprentices	Active Sponsors
2015	488	159
2016	524	169
2017	499	167
2018	534	171
2019	664	204
2020	637	204
2021	607	192
2022	589	188
2023	585	184
2024	576	174
2025	568	172

