

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

Tuesday, September 8, 2026
1:00 pm - 3:00 pm

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

Teams Meeting ID: 284 938 774 575 444
Passcode: wr2A7sq9

Attend via Phone: #608-571-2209 | Conference ID: 150 390 760#

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. **Mental Health Training for Apprentices** (carryover from Spring)
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

September 17, 2025

1:00pm

Virtual

Check if Present	Members	Organization/Employer
☒	Tony Walter, Co-Chair	Employer: Insulation Industries, Inc
☐	Cheyenne Foster	Employer: Associated Builders & Contractors
☐		
☒	Brett Large, Co-Chair	Employee: Int'l Assoc of Heat & Frost Insulators
☒	Mark Foelker	Employee: Int'l Assoc of Heat & Frost Insulators
☒	Jeremy Wicke	Employee: Heat & Frost Insulators Local 127
☐		
Check if Present	Consultants & Guests	Organization/Employer
☒	David Polk	Bureau of Apprenticeship, Director
☒	Liz Pusch	Bureau of Apprenticeship, Deputy Director
☒	Melissa Uffelman	Bureau of Apprenticeship, Policy & Program Analyst
☒	Leslie Pelikan	Bureau of Apprenticeship
☒	Raquel Nowak	Bureau of Apprenticeship
☒	Mandy Mayek	Western Technical College System
☐		

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: 1:02 pm

2. Introductions and Record Attendees (in table above)

- No quorum

3. Review Roster

- Jeremy Wicke had sent his renewal directly into Liz Pusch. The BAS will get that updated.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: None
- Motioned to Approve made by: No quorum – tabled until next meeting
- Seconded Motion made by: [Click or tap here to enter text.](#)

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

- No specific committee items for discussion
- BAS reminded committee members to provide potential topics for discussion at least one month prior to the scheduled meeting.

6. Questions from the Director's Call

- There were additional questions on the NPRM proposed changes from members. BAS clarified process of proposed changes and potential implementation.
- The Director's Call recording is available on the State Committee website.

7. Other Discussion Items

- None

8. Review program participants

9. Set Next Meeting Date/Time

- Tuesday, April 7th, 2026 at 1 pm – Virtual meeting

10. Adjourn

- Note Time: 1:20 pm
- Motion to Adjourn made by: No quorum
- Motion Seconded by:

State Apprenticeship Advisory Committee

Heat & Frost Insulators

April 1, 2025

1:00pm

In-Person and/or Virtual: Virtual

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

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



State Apprenticeship Advisory Committee

Heat & Frost Insulators

April 7, 2026

1:00pm

Virtual

Check if Present	Members	Organization/Employer
☐	Tony Walter, Co-Chair	Employer: Insulation Industries, Inc
☒	Cheyenne Foster	Employer: Associated Builders & Contractors
☒	Brett Large, Co-Chair	Employee: Int'l Assoc of Heat & Frost Insulators
☐	Mark Foelker	Employee: Int'l Assoc of Heat & Frost Insulators
☐	Jeremy Wicke	Employee: Heat & Frost Insulators Local 127
Check if Present	Consultants & Guests	Organization/Employer
☒	David Polk	Bureau of Apprenticeship, Director
☒	Liz Pusch	Bureau of Apprenticeship, Deputy Director
☒	Melissa Uffelman	Bureau of Apprenticeship, Policy & Program Analyst
☒	Leslie Pelikan	Bureau of Apprenticeship

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: 1:02 pm
- Note Time: Brett Large

2. Introductions and Record Attendees (in table above)

- No quorum

3. Review Roster

- There are multiple vacancies on the committee, Tony Walter's did not renew his term. Brett Large made two recommendations for possible new members. BAS will recruit members as well.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: [Click or tap here to enter text.](#)
- Motioned to Approve made by: no quorum
- Seconded Motion made by: [Click or tap here to enter text.](#)

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

- Mental Health Training for Apprentices. The State Advisory Committee is discussing implementing a mental health training requirement for all apprentices. BAS is compiling Local Committee's activities in this topic to assist in the decision to implement a mandatory program or make it a requirement at the local level.

Brett Large reported on behalf of the International Association of Heat & Frost, as well as the Southern WI Heat & Frost Insulators JAC. Apprentices are required to attend Vital Cog "Suicide Prevention" class in-person within 2 – 3 weeks of their contract term. The class lasts for a couple hours and is included in PRI. Their International office started a mental health committee pre-COVID and recognizes Suicide Prevention Education week annually and provides monthly EAP topics. Suggestion from Brett Large and Gus was to keep the requirement fluid without a defined number of hours required that could result in cancellation. Caution was also given that some of the training can be triggering to those who are affected personally. They do excuse those members from attending the training and provide them with the details of their EAP program.

- BAS reminded committee members to provide potential topics for discussion at least one month prior to the scheduled meeting.

6. Questions from the Director's Call

- The Director's Call recording is available on the State Committee website.
- National Apprenticeship Week is coming up at the end of the month. Please add your events to our listing. Any requests for BAS attendance should be sent asap.

7. Other Discussion Items

- none

8. Review program participants

9. Set Next Meeting Date/Time

- Tuesday, September 8th at 1 pm-Virtual

10. Adjourn

- Note Time: 1:32 pm
- Motion to Adjourn made by: Brett Large
- Motion Seconded by: Cheyenne Foster



This summary counts employers and apprentices, between 8/20/2025 and 8/20/2026 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	173	53	30.6	12	6.9	165	95.4	8	4.6	34	30	88.2	4	11.8
Insulation Worker (Heat & Frost) (47-2132.00)	173	53	30.6	12	6.9	165	95.4	8	4.6	34	30	88.2	4	11.8



This summary counts employers and apprentices, between 8/20/2025 and 8/20/2026 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	173	53	30.6	12	6.9	165	95.4	8	4.6	34	30	88.2	4	11.8
ABC of Wisconsin (All)	8	2	25.0	0	0	0	0	8	100.0	4	0	0	4	100.0
Insulation Worker (Heat & Frost) (47-2132.00)	8	2	25.0	0	0	0	0	8	100.0	4	0	0	4	100.0
Northern WI Area Heat & Frost JAC	40	7	17.5	3	7.5	40	100.0	0	0	10	10	100.0	0	0
Insulation Worker (Heat & Frost) (47-2132.00)	40	7	17.5	3	7.5	40	100.0	0	0	10	10	100.0	0	0
Southern WI Heat & Frost Insulators JAC	125	44	35.2	9	7.2	125	100.0	0	0	22	22	100.0	0	0
Insulation Worker (Heat & Frost) (47-2132.00)	125	44	35.2	9	7.2	125	100.0	0	0	22	22	100.0	0	0



Historical Report by Year
Report Period: 2026* and Previous -10 Years

*Current year is YTD data as of Run Date: 08/24/2026		
Run Date: 08/24/2026		
State Heat & Frost Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2016	74	21
2017	73	19
2018	77	19
2019	79	20
2020	75	19
2021	76	21
2022	61	16
2023	58	19
2024	90	22
2025	108	25
2026	122	30

