


Department of Workforce Development
Employment and Training Division Bureau
of Apprenticeship Standards
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STATE OF WISCONSIN

Department of Workforce Development
Tony Evers, Governor
Amy Pechacek, Secretary
Michele Carter, Division Administrator

Sheet Metal State Apprenticeship Advisory Committee

Agenda

Wednesday, September 24, 2025
10:00am – 12:00pm

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

Teams Meeting ID: 254 048 444 097 0 | Passcode:
Y7mk6AH7

Attend via Phone: #608-571-2209 | Conference ID: 886 788 061#

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 (Fall 2024, Spring 2025)
5. Specific Committee Items for Discussion (*Public Comment*)
 - a. EST Supervision Language
 - b. Wage Repayment Agreements (carryover from spring 2025)
6. Director's Call Discussion
7. WTCS Report
8. Other Discussion Items
9. Review Program Participants
10. Set Next Meeting Date/Time
11. 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.



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	1,086	122	11.2	29	2.7	822	75.7	265	24.4	179	117	65.4	62	34.6
Environmental Systems Technician (49-9021.00)	111	17	15.3	3	2.7	110	99.1	1	.9	40	39	97.5	1	2.5
Environmental Systems Technician (Residential) (00-0000.00)	5	0	0	0	0	5	100.0	0	0	4	4	100.0	0	0
Heating, Ventilating and Air Cond. Install/Service (49-9021.00)	220	22	10.0	2	.9	0	0	220	100.0	55	0	0	55	100.0
Sheet Metal Worker (47-2211.00)	740	79	10.7	24	3.2	696	94.1	44	5.9	117	102	87.2	15	12.8
Sheet Metal Worker (Residential) (00-0000.00)	14	6	42.9	0	0	14	100.0	0	0	4	4	100.0	0	0



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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	1,086	122	11.2	29	2.7	822	75.7	265	24.4	179	117	65.4	62	34.6
ABC of Wisconsin (All)	263	26	9.9	3	1.1	0	0	263	100.0	61	0	0	61	100.0
Heating, Ventilating and Air Cond. Install/Service (49-9021.00)	220	22	10.0	2	.9	0	0	220	100.0	55	0	0	55	100.0
Sheet Metal Worker (47-2211.00)	43	4	9.3	1	2.3	0	0	43	100.0	14	0	0	14	100.0
East Central WI Area Sheet Metal JAC	43	4	9.3	1	2.3	41	95.3	2	4.7	14	12	85.7	2	14.3
Environmental Systems Technician (49-9021.00)	10	1	10.0	0	0	9	90.0	1	10.0	6	5	83.3	1	16.7
Sheet Metal Worker (47-2211.00)	33	3	9.1	1	3.0	32	97.0	1	3.0	10	9	90.0	1	10.0
ELW Area Sheet Metal JAC	107	6	5.6	1	.9	107	100.0	0	0	25	25	100.0	0	0
Environmental Systems Technician (49-9021.00)	4	0	0	0	0	4	100.0	0	0	3	3	100.0	0	0
Sheet Metal Worker (47-2211.00)	103	6	5.8	1	1.0	103	100.0	0	0	25	25	100.0	0	0
Fox Valley Area Sheet Metal JAC	204	8	3.9	9	4.4	204	100.0	0	0	21	21	100.0	0	0
Environmental Systems Technician (49-9021.00)	2	0	0	0	0	2	100.0	0	0	2	2	100.0	0	0
Sheet Metal Worker (47-2211.00)	202	8	4.0	9	4.5	202	100.0	0	0	20	20	100.0	0	0
Madison Area Sheet Metal JAC	147	19	12.9	5	3.4	147	100.0	0	0	20	20	100.0	0	0
Environmental Systems Technician (49-9021.00)	15	2	13.3	0	0	15	100.0	0	0	4	4	100.0	0	0
Sheet Metal Worker (47-2211.00)	132	17	12.9	5	3.8	132	100.0	0	0	19	19	100.0	0	0



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		#	%	#	%	#	%	#	%		#	%	#	%
1	2	3	3a	4	4a	5	5a	6	6a	7	8	8a	9	9a
Report Total	1,086	122	11.2	29	2.7	822	75.7	265	24.4	179	117	65.4	62	34.6
Milwaukee Area Sheet Metal JAC	277	53	19.1	9	3.2	277	100.0	0	0	47	47	100.0	0	0
Environmental Systems Technician (49-9021.00)	66	11	16.7	3	4.5	66	100.0	0	0	22	22	100.0	0	0
Environmental Systems Technician (Residential) (00-0000.00)	5	0	0	0	0	5	100.0	0	0	4	4	100.0	0	0
Sheet Metal Worker (47-2211.00)	195	38	19.5	6	3.1	195	100.0	0	0	39	39	100.0	0	0
Sheet Metal Worker (Residential) (00-0000.00)	14	6	42.9	0	0	14	100.0	0	0	4	4	100.0	0	0
Southeastern WI Area Sheet Metal JAC	47	6	12.8	1	2.1	47	100.0	0	0	10	10	100.0	0	0
Environmental Systems Technician (49-9021.00)	14	3	21.4	0	0	14	100.0	0	0	5	5	100.0	0	0
Sheet Metal Worker (47-2211.00)	33	3	9.1	1	3.0	33	100.0	0	0	7	7	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 Sheet Metal Committee		
Sponsored Trade Group(s): Construction		
Year	Active Apprentices	Active Employers
2015	466	121
2016	493	128
2017	568	145
2018	630	151
2019	693	151
2020	749	161
2021	778	164
2022	791	159
2023	777	147
2024	822	152
2025	874	162

