

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

Arborist Apprenticeship State Committee

Agenda

Wednesday, April 30, 2025
10:00 a.m. – 12:00 p.m.

Attend In-Person:
MATC Mequon Campus
5555 Highland Rd, Room A203
Mequon, WI 53092

**In-person attendance is limited to state committee members, technical college staff, and the BAS.*

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

Teams Meeting ID: 224 367 523 516 | Passcode: GH5qeh

Attend via Phone: #608-571-2209 | Conference ID: 513 990 053#

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 (including fall and spring 2023)**
5. **Specific Committee Items for Discussion (*Public Comment*)**
 - a. **"Best Management Practices" Guide (Continued discussion from Fall 2024 meeting)**
 - b. **5-Year Curriculum Review- Update**
 - c. **Discussion on ISA Certified Arborist Exam**
 - d. **Apprentice Wage Repayment Agreements**
 - e. **Discuss Milwaukee Area Arborist Pre-Apprenticeship Program Development**
 - f. **Discuss Outreach Options to Encourage State Municipalities to Adopt the Arborist Apprenticeship program.**
6. **Director's Call Discussion**
7. **WTCS Update**
8. **Other Discussion Items**

- 9. Review Program Participants**
- 10. Set Next Meeting Date/Time**
- 11. Adjourn**

Draft Meeting Minutes

Click or tap here to enter text.

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

1. Call Meeting to Order

- Note Who: August Hoppe
- Note Time: 10:08am

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: Adding new employee side member – Ericka Everett-employer side – Trevor Novacek from Willow Tree

4. Review and Approve Previous Meeting Minutes

- Note any Changes: No Changes
- Motioned to Approve made by: Tim - motion
- Seconded Motion made by: Randy - second
- Motion

5. Presentation from August Hoppe on Best Management Practices Guide (carryover from spring meeting)

August – suggest using the document as base for creating a mentor guide (name tbd) that can be shared with current and new sponsors. Suggests subgroup.

Sub-committee will meet to review and will share outcomes at next committee meeting.

Sub-committee Members – Randy, Tim, August, Ericka and Trevor

6. 5-year Curriculum Review – Lynn Neitzel and Jamie Bernthal discussed curriculum update cycle.

Discussed ISA certified Arborist exam – some sponsors include it as a requirement to complete, others don't. Committee requested we add this to spring 2025 meeting as a topic of discussion.

7. Questions from the Director's Call

- Note Questions/Comments: Director Polk called for any questions resulting from that meeting - None

8. WTCS Updates –

- Jamie discussed enrollment at tech colleges statewide for associates degree arborist program and trends - apprenticeship has grown enrollment in the classes for tech colleges in the state.

9. Other

- Note Questions/Comments: August notified the committee that Randy Krouse is now on the state advisory council.
- Arborist pre-apprenticeship – prior CPA w/ Northcott did not result in successful referrals, Milwaukee Community Service Corp may come apply to provide a new CPA for this program and has expressed interest. They will partner with local sponsors (Hoppe, City of Milwaukee & Employ Milwaukee) to create a new CPA framework.

MCSE will then apply to BAS.

10. Review program participants

- Note Questions/Comments: reviewed active participants and cancelations/completions trending over life of program.

11. Set Next Meeting Date/Time

- Note Next Meeting: In person at MATC for spring meeting – April 30 at 10am.

12. Adjourn

- Note Time: 12:02pm
- Motion to Adjourn made by: Tim
- Motion Seconded by: Ericka

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 'Service'.
- 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	105	26	24.8	11	10.5	1	1.0	104	99.0	20	1	5.0	19	95.0
Arborist (37-3013.00)	105	26	24.8	11	10.5	1	1.0	104	99.0	20	1	5.0	19	95.0



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 Arborist Committee		
Sponsored Trade Group(s): Service		
Year	Active Apprentices	Active Sponsors
2015		
2016		
2017	3	2
2018	5	3
2019	39	6
2020	53	10
2021	60	13
2022	86	18
2023	76	13
2024	62	16
2025	87	16

