

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, April 29, 2025
10:00 a.m. – 12:00 p.m.

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

Teams Meeting ID: 282 486 389 259 | Passcode: XKg8Z8

Attend via Phone: #608-571-2209 | Conference ID: 552 046 675#

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. **Expansion of committee membership**
 - b. **Minimum qualifications for applicant: Committee discussion to lower age requirement to 17 years old.**
 - c. **Wage repayment agreements**
6. **Director's Call Discussion**
7. **WTCS Report**
8. **Other Discussion Items**
9. **Review Program Participants**
10. **Set Next Meeting Date/Time**
11. **Adjourn**

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

October 23, 2024

10:00 a.m.

In-Person and/or Virtual: Both

Check if Present	Members	Organization/Employer
<input type="checkbox"/>	Dehnel, Charles	Domtar
<input checked="" type="checkbox"/>	Gregory, Steven	Mercury Marine
<input type="checkbox"/>	Lenzendorf, Bryan	3M
<input type="checkbox"/>	Steckl, Jamie (Co-Chair)	Quad Graphics
<input type="checkbox"/>	Steele, Kyle	Domtar
<input checked="" type="checkbox"/>	Green, Carl	Ahlstrom
<input type="checkbox"/>	Harry, Bob	GKN Sinter Metals
<input type="checkbox"/>	Lischka, Ken	John Deere Horicon Works
<input type="checkbox"/>		
<input type="checkbox"/>		
Check if Present	Consultants & Guests	Organization/Employer
<input checked="" type="checkbox"/>	Polk, David	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pusch, Liz	Bureau of Apprenticeship
<input type="checkbox"/>	Koleske, Katie	NTC
<input checked="" type="checkbox"/>	Uffelman, Melissa	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Jungwirth, Christina	NWTC
<input checked="" type="checkbox"/>	O'Shasky, Lynn	Bureau of Apprenticeship
<input type="checkbox"/>	Bernthal, Jamie	WTCS
<input checked="" type="checkbox"/>	Herber, Ryan	Bureau of Apprenticeship
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		
<input type="checkbox"/>		

Draft Meeting Minutes

October 23, 2024

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

1. Call Meeting to Order

- Note Who: Liz Pusch
- Note Time: 10:05 am

2. Introductions and Record Attendees (in table above)

- No quorum

3. Review Roster

- Steven Gregory will be changed to an Employee representative
- Liz Pusch discussed the need to increase the membership on the committee.
- The BAS will reach out to the current committee members to better understand their involvement. Quad Graphics, Harley Davidson, City Brewery and other will be reached out to as well.
- It was agreed to invite potential committee members to the spring in-person meeting at Mercury Marine.

4. Review and Approve Previous Meeting Minutes

- Reviewed without changes but unable to approve due to no quorum

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

a. Minimum qualifications for applicant: Committee discussion to lower age requirement to 17 years old.

- Lowering the entrance age requirement would allow employers to bring on applicants that graduate high school early but aren't 18 yet.
- The committee discussed and would like to move forward and reduce the entrance age to 17 years old with a HS diploma or equivalent.
- Director Polk made a motion, in the absence of a quorum, to pass the motion as presented by the committee.

b. Expansion of committee membership

- This topic was discussed while reviewing the committee roster

6. Questions from the Director's Call

- David explained the new process for the Director calls and showed where to find them.
- National Apprenticeship Week is November 17-23 this year. Please have NAW events posted on the DOL website to spread awareness.
- Registration is open for the Wisconsin Biennial conference Feb 19-21, 2025, at the Kalahari Conference Center in Wisconsin Dells. This hasn't been held since 2019. The BAS would greatly appreciate any donations and/or sponsorships. This year WRTD Big Step and the Greater Milwaukee Urban League will be helping to manage sponsorships for the event. David Polk shared the contacts for each organization.

7. WTCS Report

- There were no additional updates since the Director's Call. The one item is the Tools of the Trade annual scholarship for \$2000 is now accepting applications.

8. Other Discussion Items - none

9. Review program participants

- Steve Gregory mentioned the challenge they are having with applicants passing the entrance test that they have administered at FVTC. The state standards do not have any requirements for entrance testing. Lynn O'Shasky will talk with her contacts at Mercy Marine to better understand what the assessment is.

10. Next meeting details

- The next meeting will be in-person on April 29, 2025 at Mercury Marine in Fond du Lac. The committee meeting will be held at 10:00 a.m. with a tour of the facilities following.

11. The meeting was adjourned at 10:28 a.m.



May 5, 2024

10:00 a.m.

In-Person and/or Virtual: Both

[illegible]

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: Elizabeth Pusch
- Note Time: 10:03

2. Introductions and Record Attendees (in table above) No quorum

3. Review Roster

- Note any Changes: Carl Green will be retiring. Also, no longer Ahlstrom Munksjo, just Ahlstrom. Carl.green@ahlstrom.com

4. Review and Approve Previous Meeting Minutes

- Note any Changes: none noted
- Motioned to Approve made by: No Quorum to approve minutesClick or tap here to enter text.
- Seconded Motion made by: Click or tap here to enter text.

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

- New Statewide Standards reflect federal and state law changes. Updates made based on changes to the Wisconsin Apprenticeship Manual.
- Review of the standards
- Minimum qualifications for applicant: sponsor can adopt more stringent requirements. Discussion of lower to 17 for early graduates. Need quorum to approve.
- Requirements for supervision: overview of direct/indirect supervision language. Mercury Marine has in-house apprenticeship committee – case by case basis decided by them for when they can work on their own.

6. Questions from the Director's Call

Note Questions/Comments:

Click or tap here to enter text.

- Director's call is now recorded for those who cannot attend schedule time.
- Mentoring assistance is available through Mentor Greater Milwaukee. This is a service funded by BAS and available to sponsors/contractors. If interested, please contact Director David Polk directly for that introduction.
- BAS has developed a discrimination/harassment training video. This was shared with all statewide Committee members to complete. You should have received an email with this information. If you have not, please reach out to Liz or David.

7. Other

- Note Questions/Comments: Discussion of how to boost participation in this committee. BAS will send request out through WTCS advisory committees. Discussion of possibly meeting at sponsor location and one virtual, one in person meeting per year.

8. Review program participants

- Note Questions/Comments: .

9. Set Next Meeting Date/Time

- Note Next Meeting: October 23, 2024 10:00 a.m. in Madison or at sponsor location.
Save the date email will be forthcoming.

10. Adjourn

- Note Time: 10:35 a.m.
- Motion to Adjourn made by: [Click or tap here to enter text.](#)
- Motion Seconded by: [Click or tap here to enter text.](#)

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 '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	700	86	12.3	25	3.6	367	52.4	337	48.1	198	72	36.4	127	64.1
Industrial Manufacturing Technician (00-0000.00)	34	9	26.5	9	26.5	1	2.9	33	97.1	9	1	11.1	8	88.9
Industrial Pipefitter (00-0000.00)	35	3	8.6	0	0	27	77.1	8	22.9	15	11	73.3	4	26.7
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)	17	5	29.4	0	0	10	58.8	7	41.2	9	6	66.7	3	33.3
Maintenance Mechanic (49-9041.00)	336	45	13.4	7	2.1	170	50.6	170	50.6	95	34	35.8	62	65.3
Maintenance Mechanic/Pipefitter (49-9041.00)	31	1	3.2	0	0	22	71.0	9	29.0	5	3	60.0	2	40.0
Mechatronics Technician (49-2094.00)	44	8	18.2	3	6.8	0	0	44	100.0	24	0	0	24	100.0
Millwright (00-0000.00)	148	9	6.1	6	4.1	98	66.2	50	33.8	54	30	55.6	24	44.4
Millwright/Pipefitter (00-0000.00)	34	3	8.8	0	0	34	100.0	0	0	3	3	100.0	0	0
Welder - Fabricator (51-4121.00)	26	3	11.5	0	0	9	34.6	17	65.4	14	4	28.6	10	71.4

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 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	636	204
2021	606	192
2022	588	188
2023	585	184
2024	577	174
2025	571	172

