

Department of Workforce Development
Employment and Training Division
Bureau of Apprenticeship Standards
201 E. Washington Ave., Room E100
P.O. Box 7972
Madison, WI 53707-7972
Telephone: (608) 266-3332
Fax: (608) 266-0766
Email: DWDDDET@dwd.wisconsin.gov



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

Sheet Metal State Apprenticeship Advisory Committee

Agenda

Wednesday, April 2, 2025
1:00 pm – 3:00 pm

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

Teams Meeting ID: 246 015 604 985 | Passcode: y4fajM

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
5. Specific Committee Items for Discussion (*Public Comment*)
 - a. Follow Up on Request to Lower PRI Hours for EST Program (*tabled from Fall 2024*)
 - b. EST Supervision Language
 - 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 Sheet Metal

Wednesday, September 18, 2024

1:00-3:00 pm

In-Person and/or Virtual: Virtual

Check if Present	Members	Organization/Employer
<input checked="" type="checkbox"/>	Aldag, Bradley	Aldag Honold Mechanical Inc
<input checked="" type="checkbox"/>	Groeschel, Jr Kenneth	Butters-Fetting Co., Inc
<input checked="" type="checkbox"/>	Hyde, Ryan	Engebos Heating & Cooling LLC
<input checked="" type="checkbox"/>	Malesevich, Tom	Sure-Fire Inc
<input type="checkbox"/>	Sytsma, Jim	Allow Welding
<input checked="" type="checkbox"/>	Weise, Rob	General Heating
<input checked="" type="checkbox"/>	Athas, Donald	Sheet Metal Local 18
<input checked="" type="checkbox"/>	Bartz, Scott	Sheet Metal Local 18
<input checked="" type="checkbox"/>	Kalcic, Bradley	Sheet Metal Local 18
<input checked="" type="checkbox"/>	Knocke, Scott	Sheet Metal Local 18 (Co-Chair)
<input checked="" type="checkbox"/>	Thomas, Michael	Sheet Metal Local 18
<input checked="" type="checkbox"/>	Van Der Puy, Matthew	Sheet Metal Local 18
<input checked="" type="checkbox"/>	Wagner, Craig	Sheet Metal Local 18
<input checked="" type="checkbox"/>	Wilson, Steuart	Sheet Metal Local 18
<input checked="" type="checkbox"/>	Wippich, Daniel	Sheet Metal Local 18
<input checked="" type="checkbox"/>	McDonald, Michael	ABC
<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 checked="" type="checkbox"/>	Bernthal, Jamie	WTCS
<input checked="" type="checkbox"/>	Krahn, Aaron	Training Center Director, Local 18
<input checked="" type="checkbox"/>	O'Shasky, Lynn	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Pelikian, Leslie	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Abbott, Nick	Bureau of Apprenticeship
<input checked="" type="checkbox"/>	Stahlecker, Ben	Bureau of Apprenticeship
<input type="checkbox"/>		

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: Liz Pusch
- Note Time: 1:02 pm

2. Introductions and Record Attendees (in table above)

3. Review Roster

- Note any Changes: Don Athas & Scott Bartz retired. Recommended that no new nominations will occur to keep roster balanced.
- New Co-Chair needed on employer side. Motion to table discussion until spring made by Brad Aldag, seconded by Steuart Wilson.

4. Review and Approve Previous Meeting Minutes

- Note any Changes: none
- Motioned to Approve made by: Brad Aldag
- Seconded Motion made by: member

5. Specific Committee Items for Discussion (Public Comment)

- Tabled from spring 24 meeting. Request to lower PRI hours for EST. (for potential absences) This should happen at local committee level. Motion to table made by Brad Kalcic Second by Steuart Wilson

6. Director's Call Discussion

Note Questions/Comments: 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.

- a. David Polk shared information on National Apprenticeship Week.
 - This is the 10 year anniversary of the event; November 17-23.
 - Please share any information regarding events, tours and celebrations on the DOL website.
 - If you would like to request DWD/BAS personnel to attend your event, that request should be made to David or Liz.
- b. The Biennial Conference is scheduled February 19-21, 2025 at the Kalahari Resort. Registration forms were sent out via email this week. More information is upcoming on our website.

7. WTCS Report

- This committee has not requested review of curriculum.
- Looking to reconnect with ABC regarding this discussion.
- Jamie Bernthal: Ascendium Tools of the Trade scholarship. \$2000/year. Also looking for recipients willing to help Ascendium evaluate the program for process improvements, ease of applications, etc. Income qualification may disqualify apprentices in later years.

8. Other discussion items

- Note Questions/Comments: none

9. Review program participants

Note Questions/Comments: Information shared in meeting materials packet.

10. Set Next Meeting Date/Time

- Note Next Meeting: **Wednesday, April 2 2025 1:00 p.m**

11. Adjourn

- Note Time: 1:52 pm
- Motion to Adjourn made by: Steuart Willson
- Motion Seconded by: Brad Kalcic

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 '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	1,038	113	10.9	28	2.7	797	76.8	241	23.2	166	109	65.7	57	34.3
Environmental Systems Technician (49-9021.00)	117	16	13.7	3	2.6	116	99.1	1	.9	42	41	97.6	1	2.4
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)	201	20	10.0	1	.5	0	0	201	100.0	50	0	0	50	100.0
Sheet Metal Worker (47-2211.00)	705	73	10.4	24	3.4	666	94.5	39	5.5	107	92	86.0	15	14.0
Sheet Metal Worker (Residential) (00-0000.00)	14	6	42.9	0	0	14	100.0	0	0	3	3	100.0	0	0

State Committee Report by Sponsor & Occupation



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.

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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	1,038	113	10.9	28	2.7	797	76.8	241	23.2	166	109	65.7	57	34.3
ABC of Wisconsin (All)	239	23	9.6	2	.8	0	0	239	100.0	56	0	0	56	100.0
Heating, Ventilating and Air Cond. Install/Service (49-9021.00)	201	20	10.0	1	.5	0	0	201	100.0	50	0	0	50	100.0
Sheet Metal Worker (47-2211.00)	38	3	7.9	1	2.6	0	0	38	100.0	14	0	0	14	100.0
East Central WI Area Sheet Metal JAC	39	2	5.1	1	2.6	37	94.9	2	5.1	14	12	85.7	2	14.3
Environmental Systems Technician (49-9021.00)	11	1	9.1	0	0	10	90.9	1	9.1	8	7	87.5	1	12.5
Sheet Metal Worker (47-2211.00)	28	1	3.6	1	3.6	27	96.4	1	3.6	9	8	88.9	1	11.1
ELW Area Sheet Metal JAC	102	6	5.9	1	1.0	102	100.0	0	0	21	21	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)	98	6	6.1	1	1.0	98	100.0	0	0	21	21	100.0	0	0
Fox Valley Area Sheet Metal JAC	196	7	3.6	9	4.6	196	100.0	0	0	20	20	100.0	0	0
Environmental Systems Technician (49-9021.00)	4	0	0	0	0	4	100.0	0	0	2	2	100.0	0	0
Sheet Metal Worker (47-2211.00)	192	7	3.6	9	4.7	192	100.0	0	0	19	19	100.0	0	0
Madison Area Sheet Metal JAC	143	20	14.0	5	3.5	143	100.0	0	0	15	15	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)	128	18	14.1	5	3.9	128	100.0	0	0	14	14	100.0	0	0

State Committee Report by Sponsor & Occupation



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	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	1,038	113	10.9	28	2.7	797	76.8	241	23.2	166	109	65.7	57	34.3
Milwaukee Area Sheet Metal JAC	275	50	18.2	9	3.3	275	100.0	0	0	48	48	100.0	0	0
Environmental Systems Technician (49-9021.00)	70	10	14.3	3	4.3	70	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)	190	36	18.9	6	3.2	190	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	3	3	100.0	0	0
Southeastern WI Area Sheet Metal JAC	46	6	13.0	1	2.2	46	100.0	0	0	8	8	100.0	0	0
Environmental Systems Technician (49-9021.00)	14	3	21.4	0	0	14	100.0	0	0	4	4	100.0	0	0
Sheet Metal Worker (47-2211.00)	32	3	9.4	1	3.1	32	100.0	0	0	6	6	100.0	0	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 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	162
2021	778	162
2022	791	157
2023	778	145
2024	824	147
2025	875	158

