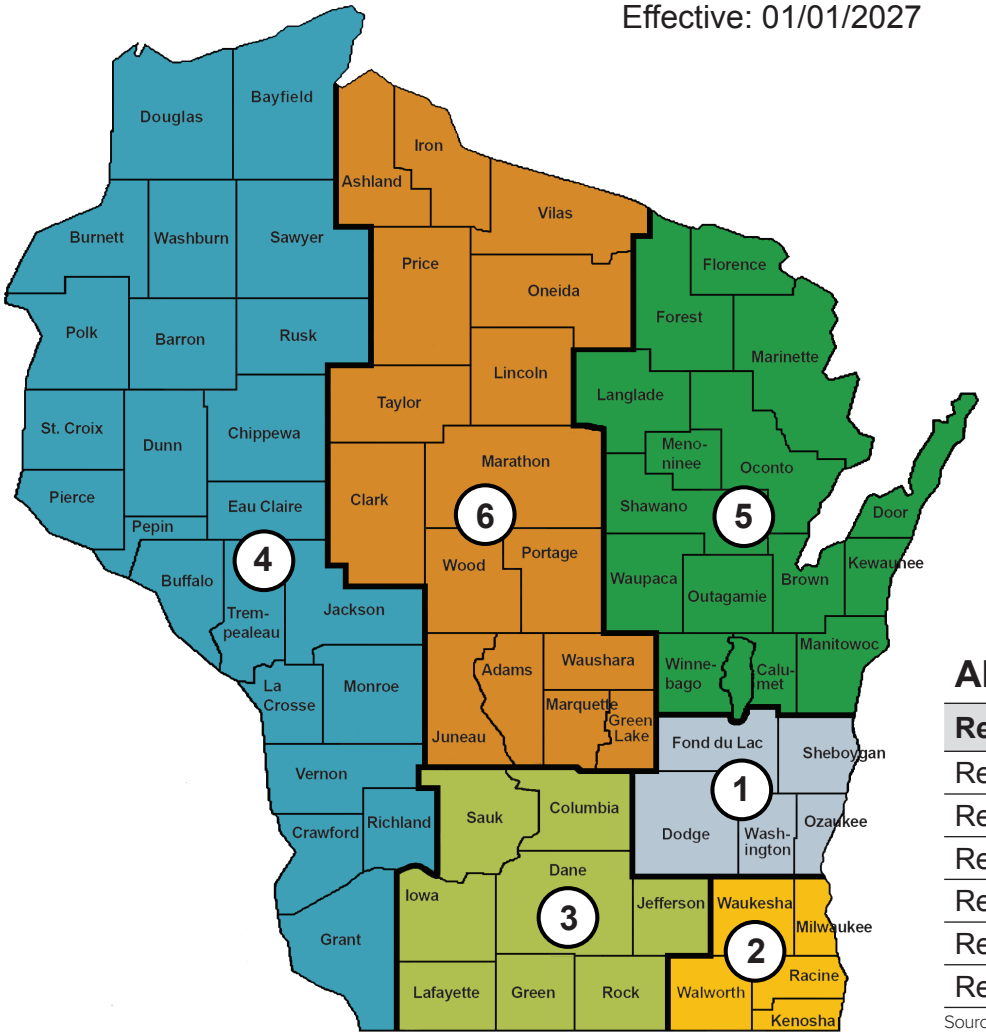
Department of Workforce Development

SKILLED WAGE RATES

Effective: 01/01/2027



ABC HVAC Installer-Servicer

Region	Wage
Region 1 (Fond du Lac)	$35.03
Region 2 (Waukesha)	$37.90
Region 3 (Madison)	$35.49
Region 4 (La Crosse)	$35.61
Region 5 (Appleton-Green Bay)	$34.83
Region 6 (Marshfield)	$34.45

Source: https://dwd.wisconsin.gov/apprenticeship/swr-maps/swr-process.htm

CALCULATING THE *MINIMUM* WAGE RATE FOR EACH APPRENTICE LEVEL

1st period of 0 – 12 months of 1 – 1,680 hours and satisfactory progress* at 45% of the skilled rate.
2nd period of 13 – 24 months of 1,681 – 3,360 hours and satisfactory progress* and at least 24 hours of unpaid related instruction at 50% of the skilled rate.
3rd period of 25 – 36 months of 3,361 – 5,040 hours and satisfactory progress* and at least 48 hours of unpaid related instruction at 60% of the skilled rate.
4th period of 37 – 48 months of 5,041 – 6,720 hours and satisfactory progress* and at least 72 hours of unpaid related instruction at 70% of the skilled rate.
5th period of 49 – 60 months of 6,721 – 8,400 hours and satisfactory progress* and at least 96 hours of unpaid related instruction at 75% of the skilled rate.

In instances where an approved skilled wage rate is lower than the previous skilled wage rate, existing apprentice wages cannot be lowered to the new rate without approval from BAS to amend existing contracts. However, BAS approval is not required for employers to increase compensation for apprentices above the minimum wage rate.

*Satisfactory progress is defined as completing the minimum on the job hours; satisfactory progress on the job; satisfactory progress in paid related instruction and unpaid related instruction; current in first aid and CPR; current license (applicable trades); and compliance with the record keeping policy. Firms that work outside the normal geographic areas where there is a higher skilled wage; the employer must use the higher skilled wage rate for determining apprentice wages while working in the higher rate area. These rates are set by the Bureau of Apprenticeship Standards, to be used in determining apprentice wages. Wages for non-apprentices are not subject to these rates. Maps are all available online at https://www.abcwi.org/skilled-wage-rate-maps/