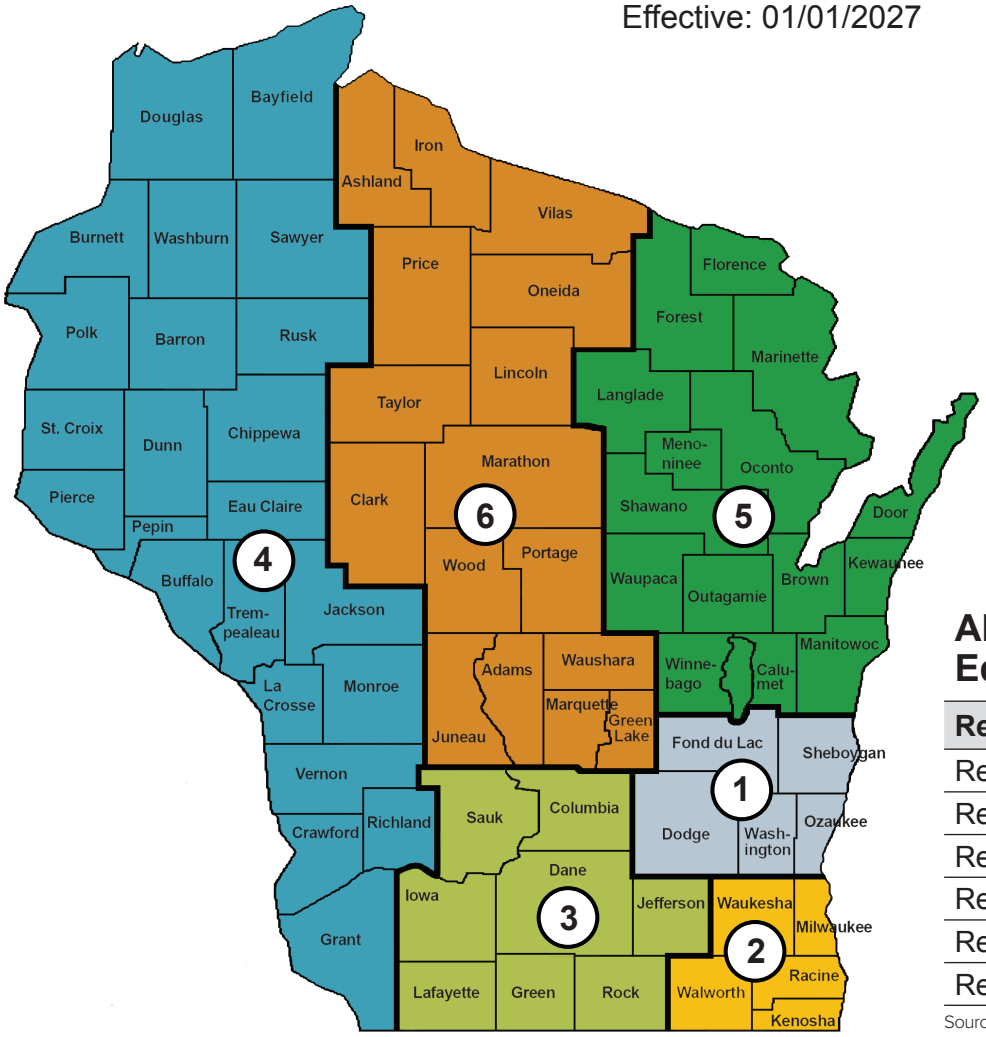
Department of Workforce Development

SKILLED WAGE RATES

Effective: 01/01/2027



ABC Heavy Equipment Operator

Region	Wage
Region 1 (Fond du Lac)	$41.09
Region 2 (Waukesha)	$43.23
Region 3 (Madison)	$42.32
Region 4 (La Crosse)	$37.75
Region 5 (Appleton-Green Bay)	$40.37
Region 6 (Marshfield)	$36.79

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 – 1,733 hours and satisfactory progress* at 60% of the base skilled wage rate.
2nd period of 13 – 24 months of 1,734 – 3,466 hours and satisfactory progress* at 65% of the base skilled wage rate.
3rd period of 25 – 36 months of 3,467 – 5,200 hours and satisfactory progress* at 70% of the base skilled wage 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/