

**PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL**

**July 15, 2022**

(VIRTUAL MEETING VIA MICROSOFT TEAMS)

9:00 AM

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Chairperson Lisa Godlewski called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 9:01 a.m.

**PA Apprenticeship and Training Council Members in Attendance:**

Employee Members	Present	Absent	Employer Members	Present	Absent	Public Members	Present	Absent
Timothy Griffin	X		Lisa Godlewski	X		Lisa Williams		X
Robert Bair	X		Barry Kindt	X		Gregory Chambers	X	
William McGee	X		Jon O'Brien	X		Cheryl Feldman	X	
Mike Neill		X	Mike McGraw		X			

**Ex-Officio Members and Designees:**

Office of Vocational Rehabilitation, PA Department of Labor and Industry: Jeffrey Seabury, Vocational Rehabilitation Specialist

**Pennsylvania Department of Labor and Industry**

Tara Loew, Director, Apprenticeship & Training Office

Peter Getzie, Assistant Chief Counsel, Office of Chief Counsel

Katherine Jones, Assistant Counsel, Office of Chief Counsel

Cristie DeWitt, Workforce Development Supervisor, Apprenticeship and Training Office

Joe Bass, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office

Christina Miller, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office

Bryan Nilsson, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office

William Miner, East Special Project Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office

Danielle Demirovic, Pre-Apprenticeship Manager, Apprenticeship and Training Office

Sam Primak, Grants and Statistical Development Manager, Apprenticeship and Training Office

Nukea Finley, Clerical Assistant 2, Apprenticeship and Training Office

Gina Meringer, Clerical Assistant 2, Apprenticeship and Training Office

James Chiarchiaro, KDP, Contractor for Apprenticeship and Training Office

Laila Keadan, Limited Term Clerk, Apprenticeship and Training Office

**Approval of June 16<sup>th</sup> Meeting Minutes:**

- Barry Kindt noticed a typo in the word Ethnic Commission and should have been Ethics Commission under Director Tara Loew's report
- Motion to approve June 16<sup>th</sup> meeting minutes submitted by Barry Kindt; was seconded by Greg Chambers as long as suggested changes are made. Motion approved unanimously.

**Public Comment:**

- Ross Micali from Monroe Community College in Rochester, New York wanted to say thank you for the invite to the meeting. He is currently working with companies around the country to establish the optics of manufacturing technicians. He is looking forward to learning the Pennsylvania apprenticeship system

**Ex-Officio Member Report: Office of Vocational Rehabilitation, PA Department of Labor and Industry**

### **(Jeffrey Seabury, Vocational Rehabilitation Specialist)**

- He mentioned that he had a meeting with Workforce Development Supervisor Cristie DeWitt and another Apprenticeship and Training Representative staff member in Erie Pennsylvania. He met with them looking to see if there's an appropriate walking for a machining opportunity for an apprenticeship in the Erie area. He is hoping to have a few more staff members to participate in Keystone Development Partnership (KDP) apprenticeship navigator apprenticeship cohort which is starting at the end of July.

### **“Approval of Standards of Apprenticeship” and trade/occupation additions- Secondary or more review**

- a) L&L Construction Inc, Ironworker, 2<sup>nd</sup> Review – Individual, Non-Joint
- Kim Trustee with L&L Construction gave a brief overview of their program. Since their last review she went over the changes she made that was suggested by council.
  - A discussion took place between council and sponsor
  - Summary of changes council suggested
    - Appendix page G question 13
      - They should list specific training for ironworker Journeyworkers
      - They need to include that the apprentices are getting proper supervision
      - Be more specific on ensuring the apprentices have the support of other season employees
  - Barry Kindt made a motion to approve the program as it has been corrected; motion was seconded by Gregory Chambers
    - Roll Call taken by Cristie DeWitt
      - Opposed By Timothy Griffin, Robert Bair, William McGee, and Jon O'Brien
      - Approved by Barry Kindt, Cheryl Feldman, and Gregory Chambers
    - The motion did not carry, and the program was not approved

### **Old Business**

- Nothing to Report

### **New Business**

- Jim Foti with the Department Labor and Industry wanted to congratulate the PA Apprenticeship and Training Office for winning the Apprenticeship and Building American (ABA) Grant. They have a cyber security sprint that will began on July 18, 2022. The USDOL announced that the new apprenticeship ambassadors made several commitments. The 85<sup>th</sup> anniversary Fitzgerald Act will be the August 15<sup>th</sup> or August 16<sup>th</sup> and will be held in D. C. for a celebration

### **Report: PA Apprenticeship and Training Office, PA Department of Labor and Industry (Tara Loew, Director)**

- Director Tara Loew started her report off by stating that the Apprenticeship and Training Office team has started the process of strategically planning and preparing for the impact and need that they see coming down the pike with the Infrastructure Bill. Her staff will be having a few in person meetings including the staff that are out in the field. They are currently identifying goals, subgoals and objectives and assigning action items and projects to staff. As they move forward with the plan, they will share more information with the council in a structured way. They will also be sharing the information, research, and sources that they are using with council
- According to the Commonwealth of PA's Human Resource Department, she stated that the 6 remaining positions that were on hold due to some restructuring in HR should be posted in the next two months:
  - Two Data Entry Specialists
  - Two Compliance Apprenticeship and Training Representatives
  - One additional Statewide Apprenticeship and Training Representative

- One Job Seeker Liaison Apprenticeship and Training Representative
  - She wanted to give a shout out to her team for the wonderful work they have been doing. Everyone has been onboard for over six months. Cristie DeWitt, the Workforce Development Supervisor, put a great training program together for the Apprenticeship and Training Representatives
- Director Loew announced that the Apprenticeship Building America Grant (ABA) through the US Department of Labor has been awarded to the PA Apprenticeship and Training Office
  - She stated that there were 30 awards in total and only five state agencies were awarded
  - The Apprenticeship and Training Office's proposal focused on State Apprenticeship System Building and Modernization. The goal of the proposal was to accelerate the Apprenticeship and Training Office's efforts, to embed a focus on apprenticeship within the commonwealth's workforce system and catalyze Career & Technology Center (CTC) led pre-apprenticeship (Pre-RA) to registered apprenticeship (RA) career pathways
    - Specifics of this include:
      - Helping local workforce areas develop, enhance, and implement strategic plans to expand registered apprenticeship and pre-registered apprenticeship, in their regions
      - Build apprenticeship-related skills of workforce board and PA CareerLink® staff, including how to leverage workforce Innovation Opportunity Act funds to support apprentices
      - Help Career & Technology Centers build pre-registered apprenticeship programs that are linked to local registered apprenticeship programs
      - Through the boards they will be putting out a notice of grant availability to fund and support registered apprenticeship and pre-registered apprenticeship participants. She stated she will share more information on this as it progresses
        - Robert Bair made a comment asking Director Tara Loew if they will be developing a curriculum to take to the Career & Technology Centers for the pre-apprenticeships such as math, English, and life skills. He seen a lot of apprentices coming out of vo-tech in the construction industry unprepared and does not meeting the minimum qualifications
        - Director Tara Loew replied and stated that over the pass year her office did a restructure of the pre-apprenticeship framework to align with what the federal recommendations are and there are five required elements
        - Danielle Demirovic the pre-apprenticeship manager replied and stated that yesterday was the first pre-registered apprenticeship sponsor meeting and moving forward they will continue to have them quarterly. She voiced that she has been focused on finding out about each program already registered, quality and the registered apprenticeship relationship. She has been encouraging her Career & Technology Center sponsors to consider that their pre-apprenticeship is a program within their curriculum and a program outside of pre-apprenticeship
- Director Loew expressed that she would like for council to be part of the educational webinars to share their thoughts and experiences
- Also, in preparation for the compliance staff coming on board, the clerical staff is addressing programs that lack contact information and/or have not had active apprentices, with the hopes to connect them with their apprenticeship training representatives to assess the programs sustainability. She has asked the

clerical staff to put together a table tracking some basic numbers related to this effort. This work is in addition to the abridged provisional audits that her staff is doing for programs a year out from registration. As a result of these efforts:

- 141 occupation specific programs and 60 program sponsors have made necessary administrative updates to their Registered Apprenticeship Partners Information Database System (RAPIDS) account
- Director Loew would like to continue to ask that council attends the Advisory Committee on Apprenticeship (ACA) Meetings. The Advisory Committee Apprenticeship provides advice and recommendations to the US Secretary of Labor on ways to better utilize the apprenticeship training model
- Director Loew was able to do a brief tutorial on the new one drive system in which the council would be able access the shared documents specifically for their needs. She showed council where to locate the following items:
  - Regulation and Act documents
  - Review checklist
  - Council trainings
  - Pending programs for review
  - Past files
  - One year program audits
  - Meeting minutes draft
  - Agendas
  - Quarterly program and apprentice report (Active programs and broken down by sector) (new and active, apprentice completion) for the past fiscal year
  - Templates to be used for programs in the building process

#### **Report: Council Chairperson (Lisa Godlewski)**

- Chairperson Lisa Godlewski congratulated council member Robert Bair on being elected as President of the Pennsylvania State Building Trades
- She asked that if council could respond right away to the quorum email when Director Tara Loew sends out to RSVP
- Stated that some of the Council members terms are going to expire in August. Director Loew is in communication with the governor's office to make they are all reappointed
- She stated she will not be attending the council meeting on August 18th, but the Vice Chairperson Timothy Griffin will be chairing the meeting
- Chairperson Lisa Godlewski asked about having a in person meeting quarterly or biannually in the fall. They will be revisiting this discussion at the next council meeting
  - Peter Getzie replied that there is not a whole lot of guidance about meeting in person verses virtually. He recommended that they may want to amend the rules or continuing to be flexible because it may become required again

#### **Adjournment**

- Motion to adjourn by Robert Bair; was seconded by Cheryl Feldman. Approved unanimously. Meeting adjourned at 10:51 am.

#### **Executive Session**

- Executive session was not called to order

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 9:00 a.m. August 18th, 2022. Virtual meeting information is found on the reoccurring invite.