

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL

July 15, 2021

(VIRTUAL MEETING VIA MICROSOFT TEAMS)

9:00 AM

Chairperson Lisa Godlewski called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 9:03 AM

PA Apprenticeship and Training Council Members in Attendance:

Employee Members

Lisa Godlewski
Roscoe Green
Mike Neill
Timothy Griffin

Employer Members

Gregory Chambers
Mike McGraw
Roger Brubaker

Public Members

Ex-Officio Members:

Bureau of Career and Technical Education: Dr. Lee Burket, Director
Office of Vocational Rehabilitation, PA Department of Labor, and Industry: Shannon Austin, Executive Director
Unemployment Compensation Programs, PA Department of Labor, and Industry: Susan Dickinson, Deputy Secretary
Workforce Development, PA Department of Labor, and Industry: Sheila Ireland, Deputy Secretary

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
Jim Reese, ATR, Apprenticeship and Training Office
Joe Bass, ATR, Apprenticeship and Training Office
Nukea Finley, Clerk2, Apprenticeship and Training Office
Samuel Primak, Grants and Statistical Development Manager, Apprenticeship and Training Office
Gina Meringer, Limited Term Clerk, Apprenticeship and Training Office

U.S. Department of Labor

Ron Leonard, Deputy Regional Director, Office of Apprenticeship

Public Comment:

- Todd Frowley voiced a concern with some of the Apprentice changes specifically with the Associated Builders Contractors proposals. He mentioned the change with the ratios and thinks everyone should follow the States mandate. He stated that it would be issues with the safety.
- Bill Dorward voiced a concern about the Associated Builders Contractor. He asked are they going to have a successful Apprenticeship Program. Will they be getting the education process to be out in the Public? He asked how many Apprentices will complete and how will they be prepared. He fears we will be watering down these programs.

Ex-Officio Member Report: Workforce Development, PA Department of Labor and Industry (Sheila Ireland, Deputy Secretary)

- Stated that in unemployment we are down 6.9% still trending above national average.

- Higher education in Apprenticeship is going up and Apprenticeship has been expanding in construction and manufacturing.
- She stated that Federal interest is in the healthcare and IT specifically.
 - Timothy Griffin has concerned about bringing traditional higher ED into the Apprenticeship world
 - Deputy Secretary Sheila Ireland responded, that its not fair to compare colleges to Apprenticeship.
- She states every Month that you spend in education is well spent.

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

a) Urban Media Literacy, Marketing and Advertising (5th Review)

- Bernard gave an overview of his program marketing and advertising for the public and stated what changes he needed to make per Council request to be approved.
- Gregory Chambers recalled about his concerns of the safety regulation. Gregory Chambers thinks he needs to establish some minimum requirements with safety. He would like to see more safety mentioned in his program.
 - Bernard stated that he would make sure the employer will make sure they have safety guidelines. He stated that the safety requirement had to be related to their industry and its not irrelevant to their business.
 - Bernard stated that he would make sure the employer will make sure they have safety guidelines.
 - Gregory Chambers stated that safety should be applied to any industry. He also stated that Bernard does not have anything about safety in his standards
- Motion to approve by Mike McGraw but the program must add safety regulations to his standards. Seconded by Roger Brubaker.

Initial “Review of Standards of Apprenticeship” and trade/occupation additions

a) Department of Corrections, Corrections Officer Trainee

- Vondol Hammond from the Department of Corrections gave an overview of their program.
 - Vondol stated that The Department of Corrections already has an Apprenticeship Program that has been approved from L&I. Stated that they have been working effectively to moving that from a two, year program to a one, year program. They have a program in place where the correctional officer trainee is on for year. Stated that it does not fit the two, year guideline process and they would need to move it.
- Timothy Griffin stated that the title should be changed from trainee to correction officer.
- Timothy Griffin asked what is going to differentiate someone that completed the two, year program before then to someone now.
 - Vondol said the correctional officer trainee is the name of the program and will continue to stay as a “correction officer trainee, However the second year that they were completing the program they were not being monitored as a trainee, but as an officer at that time.
 - From year one they would move from a correctional officer trainee to a correctional officer who has no monitoring and who would go through their regular training as an officer.
 - Summarizing, for one year they are listed as a trainee they are not on a block not on a cell by their self. They cannot do anything on their own they are monitored. Once they reach that year, they are a correctional officer 1 and would have the opportunities for a promotion and or shift change.
- Timothy Griffin stated that after they complete their training that the title would be Correction Officer not Correction Officer Trainee

- Jim Reese added that previously all the SCI had their own individual programs. Now they will be working together
- Timothy Griffin stated that he does not see a progression wage scale.
 - The Sponsor stated that she would get that information from HR
- Gregory Chambers stated that there may be a typo in the related instruction for the hours. He stated it should be 167 instead of 200
- Gregory Chambers stated that in Appendix G it does not line up with section 10 in the Standards, he is asking are they required or is it optional
- Mike McGraw made a comment that for Appendix D it does not have no contact information on how many Apprentice would be entered into the program
- Timothy Griffin stated that the work process does not list any of the skills
- Timothy Griffin questioned why they registering as a group Program
 - Tara Loew answered Timothy Griffins question that if you have a large employer to register the group program and each individual location would be listed as the employer and fill out an Appendix B
- Roger Brubaker asked a question about the ratios. He is asking what the information is and where is the ratio
- The Sponsor stated that on an average it could be more trainee than trainers in the facilities
- James Reese stated that this program is a Group Joint and if its not in their paperwork he will fix it.
- The Sponsor wanted to clarify the training numbers and the recruitment needs to line up.
- Motion made by Roger Brubaker to follow normal Council procedures and allow the recommended changes to be made and reviewed and Gregory Chambers seconded

b) Associated Builders and Contractors, Keystone Chapter, Assembler, Pre-Engineered Metal Building (trade addition)

- The program overviewed their program as a trade association and has been registered since 1968. They are seeking to add an assembler, pre-engineered metal building trade. Stated that this is the first of its kind and does assist in other States.
- Gregory Chambers had some public concerns about the safety. He asked if the Sponsor could provide that information.
 - The Sponsor stated that he would be more than happy to provide the data.
- Mike Neill stated that in the financial section of the program it says employers are charging a tuition for the Apprentice. It is listed as a two, year program but there is four years, worth of tuition.
 - The sponsor answered, they run programs that are two years, three years, and four years.
 - The program states that they will never bill a student anything.
- Timothy Griffin had a concerned comment, stated that the trade seems to be the work of an ironworker and he feels that added metal building and assembler undermines the training that it takes to do this type of work. Tim shared that he has major concerns of approving this type of occupation because it more of ironworker work
- Roger Brubaker stated that the occupation has a Rapids and O*net code, so it is apprenticable
- Timothy Griffin stated that there are occupations that already does that type of work. He is not willing to shift
- Mike Neill asked who are the employers that the Apprentices will be working for.
 - The Sponsor stated that there are two employers out of the Berks area that agreed to put them in their program.
- Timothy Griffin stated that the occupation that they listed is the SOC code for constructional iron steelworkers.
- The Sponsor asked what the next steps for them would be.
 - Chairman Lisa Godlewski replied and said the tuition, the safety and she is worried about sustainability

- Gregory Chambers asked does this program have national guideline standards and or certifications to build the program
 - The Sponsor stated yes this was approved nationally. They have been approved and signed off
- Chairman Lisa Godlewski asked if they could get a list of what other states approved the occupation.
- Gregory Chambers made a motion to have the program proceed to normal Council procedure and second by Roger Brubaker
- Opposed by Mike Neill, Timothy Griffin and Roscoe Green
- Chairman Lisa Godlewski broke the tie by motion to follow normal Council procedures.

c) Associated Builders and Contractors, Eastern Pennsylvania Chapter, Sheet Metal/HVAC (trade addition)

- Joanne Bartusik gave an overview of their program. Their programs are fully registered since 1967 with the state and US Department of Labor. They are requesting approval for three programs. Stated that each of the programs will meet the needs of the respected industries.
- Mike McGraw had a concern with the work process. States there is not a lot of related to sheet metal in the related instructions as well as the work process schedule. The rapids codes of (0510) is for sheet metal only it does not have HVAC on it. He feels as if they are putting two Apprenticeship programs together and the Apprentice will complete the program and will receive a certificate saying he is a journey worker in sheet metal and HVAC which are two separate programs.
- Chairman Lisa Godlewski asked the Sponsor if they have those two established programs why would they have the trade additions together.
 - Joanne stated that they have some of other companies express their needs based on the work that they do and based on the work that the employees need to have combination. So, they are looking to train their employees
 - Chairman Lisa Godlewski asked about the prevailing wage. She asked how it works with a split trade like theirs. She asked is there a classification in prevailing wage for sheet metal/HVAC
 - Joanne stated that the classification is sheet metal. The responsibilities for the sheet metal worker cover both aspects
- Timothy Griffin asked how we could consider this program when they have two separate programs with the same Rapids code/ occupations
- Chairman Lisa Godlewski asked Director Tara Loew and James Reese how a singular entity could have two different programs have using the same rapids code.
 - James Reese answered, upon approval he would have to issue a new occupation for ABC East for that occupation
- Gregory Chambers asked if the Sponsor could provide more safety
 - Chairman Lisa Godlewski asked the sponsor if they could provide that specific information
- Mike Neill would like to see the employer agreement and workforce number of those companies
 - The Sponsor stated that they provided Appendix E for two of the companies and asked if Mike would like to see it for all the companies.
 - Mike Neill answered yes
- Director Tara Loew asked James Reese would the occupation have to be a new occupation within The Commonwealth
- The Sponsor asked if what they would need per Council request is safety data, Appendix E and Osha 10
- Timothy Griffin stated that we don't want to create occupational codes and take it lightly
 - James Reese stated that the occupation codes are done only after approval from Council
- Mike McGraw has a concern that he doesn't think the program has enough hours
- Motion to follow normal Council procedures from Roger Brubaker seconded by Gregory Chambers

- Roll call taken James Reese
 - Opposed by Timothy Griffin, Mike Niell and Roscoe Green
 - Approved by Roger Brubaker, Gregory Chambers and Mike McGraw
 - Chairman Lisa Godlewski motioned to proceed to normal Council procedures with changes that need to be made

d) Associated Builders and Contractors, Eastern Pennsylvania Chapter, Glazier (trade addition)

- Chairman Lisa Godlewski asked would they be providing all the training or would they need a letter
 - The sponsor answered, they are providing the training. They will have their own instructors assigned
 - Chairman asked the ATO would they need a letter, James Reese said no
- Timothy Griffin stated he is curious that what they are presenting may not be what they will be giving
- Timothy Griffin stated that their program undermines everything that they are representing
- Chairman Lisa Godlewski asked to see all the employer agreements
- Chairman Lisa Godlewski ask what kind of standards they have as the program sponsor. How can she be insured the health and welfare of that Apprentice in employment moving forward?
 - The sponsor answered, the only companies that should be in that section that signed the employer agreement.
- Gregory Chambers asked is the ratio 1 to 3
 - The Sponsor answered no 1 to 4
- Chairman Lisa Godlewski stated that the occupation Glazier and word silicon wrong was misspelled
- Chairman asked would the Apprentice have Osha 10
 - The Sponsor stated yes, they would already have Osha 10
- Chairman Lisa Godlewski asked why three years verses the four year
 - The sponsor answered, they decided on the three years program because they were following the national glazier's association curriculum
- Mike McGraw stated what if they didn't have Osha 10 would they still be excepted
 - The Sponsor said yes, they will train them on Osha 10
- Motion to be made to table the Program for an initial review pending lack of details from Timothy Griffin, seconded by Mike Neill to resubmit the application with the additional request information
- Roll call taken James Reese
 - Opposed by Timothy Griffin, Mike Niell and Roscoe Green
 - Approved by Roger Brubaker, Gregory Chambers and Mike McGraw
 - Chairman Lisa Godlewski motioned to proceed to normal Council procedures with changes that need to be made

e) Associated Builders and Contractors, Eastern Pennsylvania Chapter, Plumbing/Pipefitting (trade addition)

- The sponsor gave review of their program.
- Mike McGraw stated that if they don't have an existing pipefitter program then they should apply for the pipefitter. He doesn't agree and thinks that the Apprentice that comes out of that program will be able to train himself as a plumber
- Gregory Chambers has the same concerns that they are mashing up two programs into one
- Timothy Griffin stated that he doesn't think that the Program has been thought through
- Roger Brubaker stated that guidance from the Federal would be necessary
 - Director Loew stated that James Reese or any other ATR could support in getting that information
- Motion to be tabled by Timothy Griffin stated they doesn't have enough information. Seconded by Mike Neill

Old Business

- None

New Business

- Chairman Lisa Godlewski asked if we want to add the new business the concepts and concerns of the trades. Asked are we seeking guidance. Gregory Chambers mentioned maybe we could get some speakers or Ron Lenard could tell us what the new aca charge has been. Whether or whether not they need to be more consistent with the guidelines.

Report: Sub-Committees

- None

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

- Director Loew thanked her staff for all the dedicated work they have done
 - Introduced new staff members Samuel Primak working with grants and Gina Meringer as the temporary clerk
 - Will have a Grants and Statistical development manager starting next week
 - Will be starting interviews for 1 additional Apprenticeship and training rep
- Tara stated that the ATO have submitted all reinstatement resumes to the governor's office
- Tara stated that we have done a further update to all apprenticeship and pre-apprenticeship registration paperwork as well as the Guides for sponsors for both apprenticeship and pre-apprenticeship. Essentially, we were able to see these documents in practice and take additional feedback to make needed changes. Moving forward we will most likely try to make any needed changes annually but considering this was all new paperwork we wanted to do a series of enhancements sooner than we typically would. Please, ensure that we are all taking part in utilizing the new paperwork.
 - For council reference, the document that we made the most significant additions or updates to was appendix g. I think we added some needed specifics and additional questions

Report: Council Chairperson (Lisa Godlewski)

- None

Adjournment

- Motion to adjourn by Gregory Chambers; seconded by Mike Neill. Approved unanimously. Meeting adjourned at 12:12 pm.

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 12, 2021. Virtual meeting information is found on the reoccurring invite.