

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL

October 12, 2023

(VIRTUAL MEETING VIA MICROSOFT TEAMS)

9:00 AM

**Chairperson Lisa Godlewski called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 9:00 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 McGraw	X				

Ex-Officio Members and Designees:

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

Unemployment Compensation Program, PA Department of Labor and Industry: Maria Macus, Deputy Secretary

Workforce Development, PA Department of Labor and Industry: Daniel Kuba, Deputy Secretary

Pennsylvania Department of Labor and Industry

Peter Getzie, Assistant Chief Counsel, Office of Chief Counsel

Tara Loew, Director, Apprenticeship and Training Office

Cristie DeWitt, Workforce Development Supervisor, Apprenticeship and Training Office

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

Sam Primak, Grants, Compliance and Statistical Development Supervisor, Apprenticeship and Training Office

Theodore Warholc, Northern Region Apprenticeship and Training Representative

Marshal Palmer, Western Apprenticeship and Training Representative, Apprenticeship and Training Office

Joseph Poland, Eastern Compliance Apprenticeship and Training Representative, Apprenticeship and Training Office

Drew Grasso, Southeastern, Apprenticeship and Training Representative, Apprenticeship and Training Office

Jared Young, Statewide Special Project Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office

David Croyle, Western Compliance Apprentice and Training Representative, Apprenticeship and Training Office

William Miner, Data Entry Specialist, Apprenticeship and Training Office

Kathleen Watson, Data Specialist Apprenticeship and Training Representative, Apprenticeship and Training Office

Jeanette Colman, Job Seeker Liaison, Apprenticeship and Training Office

Gina Meringer, Clerical Assistant 2, Apprenticeship and Training Office

Allie Harris, Clerical Assistant 2, Apprenticeship and Training Office

Bryana Feliciano, Limited Term Clerk, Apprenticeship and Training Office

U.S. Department of Labor

Nicholas Burdick, Multi-State Navigator

Approval of August 10th Meeting Minutes

- Motion to approve the August 10th minutes as submitted by Robert Bair; seconded by Jon O'Brien. Motion approved unanimously.

Public Comment:

- Edgar Largaespada, Director of Industry Strategy, Partner4Work
 - Clean energy is an emerging sector in the Pittsburgh area. They have a grant from Labor and Industry for clean energy and have also been awarded a recent grant for building pathway for the green infrastructure. The first program that the employers want to register is with the solar installer occupation.

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

Rehabilitation Specialist)

- October is National Disability Employment Awareness month, so they are trying to spread the word about the importance of inclusive jobs across the nation.
- His office is continuing to work with several employers across the state to give them the opportunity to expand approved registered apprenticeship and pre-apprenticeship programs.
- They will be presenting at the PWDA conference in November and hope to see council present.

Ex-Officio Member Report: Unemployment Compensation Program, PA Department of Labor and Industry (Maria Macus, Deputy Secretary)

- August 2023 the unemployment rate was 3.5 percent and there were 226,000 individuals that were unemployed. The week ending October 7th had 9,166 regular initial unemployment claims.
- The average wait time on their phones was 18 minutes and the average time for emails and chat were in real time.

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

- Deputy Secretary Daniel Kuba participated in an Apprenticeship summit in Elk County. The local board coordinated this event that was made up of employers of all industries, post-secondary training providers, Secondary schools' career teched, community, economic, and workforce development agencies. A lot of the focus was on rural communities. They are seeing a decline in every single county in Pennsylvania except for Philadelphia and Pittsburgh. The Program Christ the King has CNA and LPN Programs. This is exciting because within the Commonwealth, we have an aging population, and we don't have enough health care workers to provide a support in services. This follows Governor Shapiros approach of new sector apprenticeships. Some of the ATO staff also attended this summit. They will continue to support local communities putting on these summits. This allows employers to make connections and find necessary resources to be successful.
- Deputy Secretary Daniel Kuba advised council that they are constantly moving forward in the Commonwealth workforce development system. They have been transitioning the entire system from the legacy system to a new platform. There is progress on the apprenticeship side of the system.
- There are 4 groups of individuals that any employer or program will have available when trying to fill open positions. The first group is reentry, and these are individuals who have just been incarcerated. These folks are ready and eager to begin working. The second group is recovery. These are people who struggle with diseases involving drugs and alcohol. Unfortunately, this can take over and individuals do lose their jobs. There have been several advocates come forward, looking towards the addiction counselor positions. There is a chance of apprenticeship programs in this field, in the future. The third group of potential employees are immigrants. The immigrant population is a key component in filling these openings in employment. This group cannot be working without a work certification or some form of approval by federal entity. The final group of possible employees are individuals who began unemployment during the pandemic. There were 430,000 people that filed for unemployment during the pandemic and received at least 1 claim. These people are still out of the workforce. One of our employers within the PA CareerLink is launching an outreach campaign where they will be following up with these people through email, phone, etc. This will survey and find out why this group is no longer working. There has been a consultant hired to record these findings. The goal is to help these individuals get back into work and regular occupations. Two primary reasons people are staying out of employment are childcare and transportation. As part of Labor and Industry, they are looking at the bureau of admin services in creation of a childcare apprenticeship program. They are looking to build this program within the state system to allow more people to come in and work within our department.
- Lisa Williams asked Daniel Kuba if Christ the King was the correct program with the CNA Program. Daniel Kuba responded that Christ the King was correct and that this is a long-term healthcare facility based out of DuBois.
- Jon O'Brien brought up the 4 groups of Individuals Daniel Kuba mentioned in his report. He advised everyone that he and Deputy Secretary Kuba had met over a different group and that was veterans. Daniel Kuba then went into depth on this topic stating that there are state dollars that come in to support industry partnerships. There is about 200,000 dollars that help support veteran services, but it is only available in the Southeast. Thirteen percent of Pennsylvania's population is veterans, and that number is beginning to decline. This means the population is aging, and when people finish up their service, they are not coming back to Pennsylvania. They are starting to put out new grants to support this group in different areas of the Commonwealth. He then said that he has about 50 disabled veterans on his staff that provide face to face assistance to the veteran community. He provided us with the information from one of his most recent meetings, and one of the biggest issues they discussed, is the suicide rate in the veteran communities. The Department of Labor and Industry is coordinating with the Department of Military and Veteran Affairs. This Department is making sure the grants that are put out are hitting the large, underserved veteran services. He advised council that when the veterans go through the transition assistance program and are getting ready to leave service, they want them to come back to Pennsylvania.

- Gregory Chambers was telling Daniel Kuba about a military program, Workshop for Warriors, in advanced manufacturing that is looking to expand nationwide.

Report: U.S. Department of labor (Nicholas Burdick, Multi-State Navigator, Office of Apprenticeship)

- They started a new initiative to push for more advanced manufacturing programs and that will include clean energy. This sprint will continue until the white house decides to end it.

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

ABC of Western PA, Heating & Air Conditioning Mechanic & Installer, 2nd Review, Trade

Program, Group Non-Joint

- Sponsor Representative: Matthew Waltman, Director of Education & Workforce Development, ABC of Western PA
 - Sponsor representative gave an overview of changes that were made from the list that council suggested last meeting.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested.
 - Specific details on apprentice graduation rate.
 - List details of the differences between this program and the currently registered program.
- Barry Kindt made a motion to consider this program at the next council meeting, was seconded by Robert Bair; motion was carried unanimously by council; no abstentions.

Celerity Integrated Services, Line Installer/Repairer, 2nd Review, New Program, Individual Non-Joint

- Sponsor Representative: Deron Leight, Co-Founder, Owner & Vice President, Celerity Integrated Services; Ron Light, Co-Founder, Owner, Vice President & Safety officer, Celerity Integrated Services
 - Sponsor representative gave an overview of changes that were made from the list that council suggested last meeting.
- A discussion took place between the sponsor and council.
- Bary Kindt made a motion to approve the program as submitted, was seconded by Gregory Chambers; motion was carried unanimously by council; no abstentions.

Congreso de Latinos Unidos, Peer Specialist, 2nd Review, New Program, Group Non-Joint

- Sponsor Representative: Caroline Haeffner, Training and Post-Secondary Education Manager, Congreso de Latinos Unidos
 - Sponsor representative gave an overview of changes that were made from the list that council suggested last meeting.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested.
 - Submit Safety plan with final packet.
- Lisa Williams made a motion to approve the program with the summation of the safety plan, was seconded by Jon O’Brien; motion was carried unanimously by council; no abstentions.

Philadelphia Alliance for Capital and Technologies (PACT), Application Developer, 2nd Review, New Program, Group Non-Joint

- Sponsor Representative: Erika Shearlds-Hill, Director of Apprenticeship Programs, Philadelphia Alliance for Capital and Technologies (PACT)
 - Sponsor representative gave an overview of changes that were made from the list that council suggested last meeting.
- A discussion took place between the sponsor and council.
- Gregory Chambers made a motion to approve the program as submitted, was seconded by Jon O’Brien; motion was carried unanimously by council; no abstentions.

CybXSecurity LLC, Cybersecurity Support Technician, 2nd Review, New Program, Individual Non-Joint

- Sponsor Representative: Tom Pedder, Chief Operating Officer, CybXSecurity LLC
 - Sponsor representative gave an overview of changes that were made from the list that council suggested last meeting.
- A discussion took place between the sponsor and council.
- Gregory Chambers made a motion to approve the program as submitted, was seconded by Barry Kindt; motion was carried unanimously by council; no abstentions.

Initial “Review of Standards of Apprenticeship” and Trade/Occupation additions

Atarashii, Cosmetologist, 1st Review, New Program, Group Non-Joint

- Sponsor Representative: Jesse Skittrall, Program Coordinator, Atarashii, Cosmetologist
 - Sponsor representative shared an overview of the program.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested.
 - Page 38 question number 13 – Change the number of journeyworker to per the regulations.
- Barry Kindt made a motion to consider this program at a future council meeting; was seconded by Gregory Chambers; motion carried unanimously by council; no abstention.

Kinsley Steel Inc, Structural Steel Worker, 1st Review, New Program, Individual Non-Joint

- Sponsor Representative: Bobby Chenault, President, Kinsley Steel Inc; Susan Renna, Human Resources, Kinsley Steel Inc
 - Sponsor representative shared an overview of the program.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested.
 - Page 26 Math and Reading – List the Department of Education as the approving agency.
 - Added Letter stating when this program is approved that the Kinsley Construction Inc program will be deregistered.
 - Update the packet to make the occupation title consistent to Ironworker or steel worker.
 - Add that the apprentice receives OSHA 10 before stepping on the jobsite.
- Barry Kindt made a motion to approve as the program with administrative changes; was seconded by Gregory Chambers; motion carried unanimously by council; no abstention.

Hanover Chamber of Commerce, Automotive Technician Specialist, 1st Review, Trade Program, Group Non-Joint

- Sponsor Representative: Gary Laird, President, Hanover Chamber of Commerce; Frank Ferman, Hanover Chamber of Commerce
 - Sponsor representative shared an overview of the program.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested.
 - Page 25 Provide information on why there are so many OJT hours.
 - Page 26 Appendix A Section 9C – if required add the physical requirement document to packet
 - Appendix A Question 3 items 1-5 – Revise section if the program is going to be open to other applicants or only applies to high school student.
 - Create Interview questions that would have the same measurements for each candidate.
 - Appendix A-1 and A-2 - work process add additional information to include Electric vehicle industry.
 - Update the packet to the correct RAPIDS occupation code and verify that the code is consistent in the packet.
- Barry Kindt made a motion to consider this program at the next council meeting, was seconded by Cheryl Feldman; motion was carried unanimously by council; no abstentions.

Deregistration

- Director Tara Loew stated that they will need council to accept the voluntary deregistration request and offer an effective date. She also suggested that council use the date of the council meeting as the effective date.
 - a) Lebanon County Career & Technology Center - Letter of Request July 27th, 2023. Reason: Program has never been used
 - Gregory Chambers made a motion effective as of October 12th, 2023, to deregister the Lebanon County Career & Technology Center; was seconded by Cheryl Feldman; motion carried unanimously by council; no Abstention.

One Year Program Audit Results

- Duquesne Light Company, Overhead Lineworker, Individual Joint, approved on August 18, 2022: Final Recommendation Continue as Provisional
- L&L Construction Inc, Ironworker, Individual Non-Joint, Approved August 18, 2022: Final Recommendation Continue as Provisional
- University of Pittsburgh School of Dental Medicine, Individual Non-Joint, Approved September 29, 2022: Final Recommendation Continue as Permanent Registration

Old Business

- No old business

New Business

- Gregory Chambers would like to see council continue to receive critiques and get better.
 - Daniel Kuba replied that they can provide the information.

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

- Director Tara Loew thanked her staff for moving forward so effectively in her absence. Over the last three months Cristie DeWitt, Danielle Demirovic and Sam Primak were able to attend several conferences and professional development opportunities. She also advised council that during future council meetings they may summarize and discuss some of the information from the conferences.
- She just wanted to remind council that the ATRs work extensively with their superior and the program sponsors to make sure the standards, regulations, and best practices are met. The ATO staff continues to familiarize themselves with all standards within each industry.
- She gave a staffing update.
 - Administrative Division
 - Allie Harris started as a clerical assistant in June.
 - They will be adding an Administrative Officer position.
 - Pre-Apprenticeship Division
 - They plan on expanding this division.
- National Apprenticeship week
 - The Governor will be issuing a proclamation. The ATO is putting out a Pennsylvania specific digital tool kit. That will give access to social media posting, statistics and images.
 - They are the platinum sponsor of the Apprenticeship Expo that will be presented by the Pennsylvania Workforce Development Association. The ATO staff will be holding workshops and will be having a table talk that will focus on ecosystem growth.
- One of the ATO's goals is to educate and advocate for the apprenticeship model and integrate apprenticeship into the workforce and education system. She has asked her management team to speak to some of the work that they are doing related to supporting that goal and individual team updates.
- Management Team
 - Field Apprenticeship and Training Representative Supervisor Cristie DeWitt
 - Staffing Update
 - They are in the process of hiring two Special Project ATR.
 - They have 101 programs in the building process currently with five ATRs.
 - National Apprenticeship Week
 - They requested nominations for several awards that will be given out. the awards are for outstanding registered apprenticeship sponsor, registered apprentice, Pre-Apprenticeship sponsor and registered pre-apprentice. There is a panel reviewing the nominations and will select the top two candidates from each category. The voting will be open during national apprenticeship week for everyone to vote for the nominees.
 - Cristie DeWitt's staff has scheduled one professional development day at each CareerLink, and they are going to present about apprenticeship. They hope to complete these scheduled days by January at the latest.
 - Pre-Apprenticeship Supervisor Danielle Demirovic
 - She attends all the Pennsylvania Assortation for Career and Technical Administrator (PACTA) conferences. Danielle Demirovic has started presenting with the career ready liaisons from the Department of Education. There are 10 regions across the state designed to match with the Department of community and economic development PREP regions which is partnership for regional economic performance. These Liaisons go out to the regions to share about career readiness and best practices for workforce development opportunities. Laura Fridirici, Danielle Demirovic's partner with the Department of Education, had a crucial role in developing ACT 158 which is Alternative Pathways to Graduation. 2023 was the first year Registered Pre-Apprenticeship was used as an alternative graduation method as a replacement for the keystone exams.

The ATO's Job Seeker Liaison, Jeanette Coleman, assists with these presentations and they will conclude in September. Danielle Demirovic advised that she will be presenting at the integrated learning conference in November, as well as the (Standards Aligned System (SAS) institute.

- Grants, Compliance and Statistical Development Supervisor Sam Primak
 - The ATO recently awarded approximately \$800,000 under its PAsmart **Supporting Broadband Infrastructure through Registered Apprenticeships and Pre-Apprenticeships** initiative, which supports *existing* Registered Apprenticeship and/or Pre-Apprenticeship Programs in broadband-related occupations.
 - The ATO recently awarded just under \$400,000 as part of its **Increasing Diversity, Equity and Inclusion in the Building and Construction Trades through Apprenticeships and Pre-Apprenticeships** initiative, which supports alignment, expansion, and diversification of the apprenticeship model within the building and construction trades to include non- traditional populations.
 - Sam Primak advised council that they received 1.2 million dollars in state expansion formula funding from the US DOL. With this funding, the plan is to accelerate efforts with state and local workforce partnerships and education systems, improve data collection, and build out the Pre-Apprenticeship division. This is year 1 of 5 for this funding.
 - The application period for the **Building and Supporting a Certified Teacher Registered Apprenticeship Program** initiative is closed and applications are in the process of being reviewed and evaluated.
 - Sam Primak and his staff are hoping to get one funding initiative completed by the end of the year.

Report: Council Chairperson (Lisa Godlewski)

- No report currently.

Adjourn Council Meeting

- Chairperson Lisa Godlewski called the meeting adjourned at 1:12 pm.

The next scheduled Pennsylvania apprenticeship & Training Council Meeting will be held virtually and is scheduled for Thursday, November 9, 2023.