

**PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL**

**March 9, 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 9:05 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  
Unemployment Compensation Programs, PA Department of Labor and Industry: Maria Macus, Deputy Secretary

**Pennsylvania Department of Labor and Industry**

Tara Loew, Director, Apprenticeship & Training Office

Peter Getzie, Assistant Chief Counsel, Office of Chief Counsel

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

Drew Grasso, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office

Sheila Berry, Special Project Apprenticeship and Training Representative, Apprenticeship and Training Office

George Tanner, Special Project Apprenticeship and Training Representative, Apprenticeship and Training Office

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

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

William Miner, Data Entry Specialist, Apprenticeship and Training Office

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

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

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

Jeanette Colman, Job Seeker Liaison, Apprenticeship and Training Office

Gina Meringer, Clerical Assistant 2, Apprenticeship and Training Office

James Chiarchiaro, KDP, Contractor for Apprenticeship and Training Office

**Approval of February 9<sup>th</sup> Meeting Minutes:**

- Motion to approve February 9<sup>th</sup>, minutes as submitted by Robert Bair; seconded by Gregory. Motion was carried by majority of council; William McGee and Cheryl Feldman abstained

**Public Comment:**

- None

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

- Stated that OVR is partnering with Mathematica Organization and working on the Transition Explanation Demonstration Grant that was provide by the Social Security Administration. This grant is for Philadelphia County and could possibly be expanded to the five surrounding counties. The goal for this grant is to test whether intensive employment training services such as Job Corps and Year Up improve employment and other outcomes

for youth with disabilities.

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

- At the end of March 4<sup>th</sup> week there were 9,692 initial claims and 102,213 continued claims. 18.6% of the initial claims and 23.3% of the continued claims were from the construction industry.
- Robert Bair indicated that Secretary Nancy Walker requested funding to work out the GSI issue.
  - Deputy Secretary Macus responded that she hopes this will in fact happen. Plans are dependent on staffing up the phone and clearing up the backlog of judications that remain pending. She is working personally with with GSI to make improvements to the system that will add value for staff and claimants and improve the user experience for staff, claimants, and employers.

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

- a) Energy Innovation Center, Patient Care Technician, 3<sup>rd</sup> Review, Trade Addition, Group Non-Joint
  - Sponsor Representative: Anna Marie Mumich, Chief Strategy Officer, Energy Innovation Center; Erin Butti, Senior Manager of Clinical and Hospital Support, UPMC
    - Erin gave an overview of changes that were made from the list that council suggested last meeting
  - A discussion took place between sponsor and council
  - Timothy Griffin made a motion to approve the program, was seconded by Michael McGraw; motion was carried unanimously by council; no abstentions
- b) PeopleShare LLC, Sourcing Recruiter, 3<sup>rd</sup> Review, New Program, Group Non-Joint
  - Sponsor Representative: Zachary Rogers, Director, Strategic Partnerships, PeopleShare LLC
    - Zachary gave an overview of changes that were made from the list that council suggested last meeting
  - A discussion took place between sponsor and council
  - Barry Kindt made a motion to approve the program, was seconded by Robert Bair; motion was carried unanimously by council; no abstentions
- c) We Love Philly, Digital Marketer, 2<sup>nd</sup> Review, New Program, Group Non-Joint
  - Sponsor Representative: Carlos Aponte, Executive Director, We Love Philly; Chris Davis, Co-Founder and CEO, Revcarto; T. J. Butler, Head of Talent and Culture, 1SEO Digital Agency
    - Carlos gave an overview of changes that were made from the list that council suggested last meeting
  - A discussion took place between sponsor and council
  - Summary of changes council suggested
    - Page 38- Job title needs to be changed to the “Digital Marketer” title.
  - Barry Kindt made a motion to approve the program with administrative changes, was seconded by Robert Bair; motion was carried unanimously by council; no abstention

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

- a) FortyX80 Inc., Cyber Security Support Technician, 1<sup>st</sup> Review, Trade Program, Group Non-Joint
  - Sponsor Representative: Tarelle Irwin, Asst. Director of Talent Development and Apprenticeships, FortyX80 Inc.,
    - Tarelle gave an overview of changes that were made from the list that council suggested last meeting
  - A discussion took place between sponsor and council
  - Summary of changes council suggested
  - Continuing theme:
    - Need clarity on the roles everyone holds on this program and what the apprentices journey looks like throughout.
      - Too much reference to Apprenti. FortyX80 must reiterate their role as the sponsor and reiterate that they hold all responsibility and will hold all accountability
      - Who are the RTI providers and when are they providing the RTI??

- P.45 and beyond (cross check appendix G and alternate areas)- Add additional RTI Providers, only one is listed but later in the packet seems to contradict and a report from fortyx80 seems to indicate there are multiple RTI providers
    - Need clarity as far as who is providing training and when throughout the packet
    - Again, what does the apprentices journey look like, who is all involved and when
  - P. 45 #3- Again, lack of clarity on roles and too much reference to Apprenti
    - The question is the following: “Discuss why you want to be a Registered Apprenticeship Sponsor. For example, do you want to formalize your current training? Provide more skills for your current workforce?”
      - This question is directed at Fortyx80 as the program sponsor and should be answered as such from Fortyx80’s perspective but it starts out as Describing Apprenti, its role, goals, and background
  - Appendix A and beyondà time span of apprenticeship needs corrected throughout
    - Appendix A says it is a one year/2000-hour program but Fortyx80 states that participants are enrolled in the program at the start of the RTI and RTI is frontloaded.
      - That means the RTI equates to 380 hours and the OJT equates to 2000 hours
        - This means the full program is a pan of 2380 hours that equates to longer than one year
  - P.46 #8- Clarify information pertaining to cost, how the process works, and how the program is funded
  - Appendix A, employer acceptance agreements and anywhere else it is mentioned- wage schedule needs to reflect actual starting fee
  - Michael McGraw made a motion to consider this program at the next council meeting; was seconded by Barry Kindt; motion was carried unanimously by council; no abstention
- b) Center for Dairy Excellence, Dairy Herd Manager, 1<sup>st</sup> Review, New Program, Group Non-Joint
- Sponsor Representative: Michelle Shearer, Workforce Development Manager, Center for Dairy Excellence
    - Michelle gave an overview of changes that were made from the list that council suggested last meeting
  - A discussion took place between sponsor and council
  - Summary of changes council suggested
    - Be more specific on the information for the the RTI and WPS lining up throughout
    - Appendix G #5 and #10 as well as potentially adding reference in A-2
      - With rolling entry, can you list in packet how progress is checked, be more specific about what RTI support looks like and again how is it verified that apprentice is moving along at appropriate speed in alignment with WPS. Who checks on and how are benchmarks and learning competencies met to meet program timeline
    - A-1 WPS and Appendix G #14- List how competencies are being measured consistently, i.e., for knowledge-based competencies, what measurement tool is being used and what is the minimum outcome expected for competencies
    - Appendix G - question 11 - list all the industry certifications that the apprentice will earn throughout program
    - In A-2: Provide clarity on how apprentices learn about what their day looks like in this occupation
    - Appendix G and the Employer Acceptance Agreements - ensure that any mention of the number of apprentices at the time of registration aligns with how many journey workers at the time of registration.
    - Appendix A and Employer Acceptance Agreements - Wage Schedule- Create even percentages if possible
    - Add safety standards to be covered in the RTI
  - Robert Bair made a motion to consider this program at the future meeting; was seconded by Jon O’Brien; motion was carried unanimously by council; no abstention

### **One Year Program Audit Results**

- Westinghouse Electric Co, Maintenance Technician – Electrical, Individual, Joint, approved on Feb. 6<sup>th</sup>, 2022:

## Final Recommendation: Continue with Permanent Registration

### **Complaints**

- Mack/Volvo Executive Session: Consultation with Legal Counsel Council members and legal staff reviewed the record of complaint, draft statement, and the proposed conclusion that was submitted.
  - Robert Bair made a motion to accept the statement; was seconded by Gregory Chambers motion was carried unanimously by council; no abstentions

### **Old Business**

- Programs Approved per Admin Changes
  - NAIP, General Insurance Associate, February 10<sup>th</sup>, 2023, Globus Medical, Prototype Model Maker, February 17<sup>th</sup>, 2023, Union Community Care, Certified Clinical Medical Assistant, February 17<sup>th</sup>, 2023, PA Academy of Trades, Able Seaman, February 24<sup>th</sup>, 2023, Central Pennsylvania Institute of Science, Wastewater Systems Operator, February 24<sup>th</sup>, 2023

### **New Business**

- Nothing to Report

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

- Staffing update
  - An additional Data Specialist will be starting soon
  - Eastern Compliance Apprenticeship and Training Representative was filled by Joe Poland
    - Defined his role
    - Joe Poland gave an overview of his background
- The Apprenticeship and Training Office is almost done with the updates for the biannual paperwork.
- The ATO recently updated the Standard Practices Quick Guide to reflect a few areas including best practices with competency-based programs
- The ATO developed an after-council survey to gather needed data and input on how the ATO and PATC is doing and how the full registration process went
- She advised council that the ATO progress report and the chairpersons reports are available on OneDrive
- She stated that they are working with leadership on the council reappointments. They have received several resumes with letters of interest
- An update on the Apprenticeship Building America (ABA) Grant and the Nursing Pathways Grants was given
- She announced that they will be having more grants going to be coming out in the future, including the following:
  - PASmart Supporting Broadband Infrastructure through Registered Apprenticeships and Pre-Apprenticeships.
  - Nursing Pathways Grant in Pennsylvania Round 2 targeted for sponsors and intermediaries
  - Increasing Diversity, Equity and Inclusion in the Building and Construction Trades through Apprenticeships and Pre-Apprenticeships
  - Building and Supporting a Certified Teacher Registered Apprenticeship Program in Pennsylvania
    - First release of an NGA for technical assistance in building out a framework
    - Then NGA release for school districts to customize the framework and register their own programs
- Governor Josh Shapiro budget address announced a great deal of additional funding support for apprenticeship
  - The ATO will continue to update on how those funds will be used but we will at a minimum aim to release grant opportunities looking to incentivize the building and growth of non-traditional occupations, group sponsored programs, and strategically support populations traditionally underserved populations.

- Timothy Griffin wanted to raise awareness that they support the supply side of apprenticeship but should keep an eye on the demand side of apprenticeship as well and should perhaps start looking into appropriate fair contractor language
  - Director Tara Loew replied that is a great idea and that we could try to have Bureau of Labor Law Compliance attend a council meeting to provide some insight in that area since that is something they would oversee

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

- She mentioned that she submitted the chairpersons report to Deputy Secretary Nancy Walker and that Secretary Walker is looking forward to reviewing it.
- Chairperson Lisa Godlewski said that the Pennsylvania Apprentice Coordinator Association (PACA) invited her, Director Tara Loew, Council Member Robert Bair to speak at the conference on April 5<sup>th</sup>, 2023.

**Adjournment**

- Motion to adjourn by Robert Bair; seconded by Cheryl Feldman. Approved unanimously. Meeting adjourned at 12:14 pm.

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 9:00 a.m. April 13th, 2023. Virtual meeting information is found on the reoccurring invite.