

**PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL**

**February 8, 2024**

**(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 9:04 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:**

Bureau of Career and Technical Education, PA Department of Labor and Industry: (Judd Pittman, Director)

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 Bass, Central Region 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

Sunshine Conyer, Statewide Special Project Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office

Joseph Poland, Eastern Compliance Apprenticeship 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

Gina Meringer, Clerical Assistant 2, Apprenticeship and Training Office

Allie Harris, Clerical Assistant 2, Apprenticeship and Training Office

**U.S. Department of Labor**

Nicholas Burdick, Multi-State Navigator

**Approval of January 11th Meeting Minutes**

- Motion to approve January 11th minutes as submitted by Robert Bair; seconded by Michael McGraw. Motion approved unanimously.

**Public Comment:**

- No public comment

**Ex-Officio Member Report: Bureau of Career and Technical Education, PA Department of Labor and Industry (Nanette Anslinger,**

#### **Work Base Learning Coordinator)**

- The Bureau of Career and Technical Education has 55 competitive equipment grants that will be announced this week for a total of 4.4 million dollars.
- The Consolidated Annual Report (CAR) was submitted that produces the statewide performance. Their office reported that in 2022-2023 over 65,000 industrial credentials were delivered to students, 72,000 Career and Technical Education (CTE) participants received a credential at 5.6 percent which is an increase from the past three years in a row.
- They have eleven educational School Improvement Plan (SIP) programs that were launched with nearly a hundred participants. This will help with the teacher shortage.

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

- His office listened to the overview of the Notice Proposed Rule Making (NPRM). They are interested in how this will impact Pennsylvania and what changes will happen.
- In May, at the Pennsylvania Workforce Development Association (PWDA) conference, there will be a disability employment session and they are hoping to have two sessions of trainings that will be centered around apprenticeship and pre-apprenticeship. They are hoping that any council or public will go to the sessions.

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

- In the month of January, the unemployment phonelines had a noticeable wait time. By the end of the week there are little to no busy singles. People are encouraged to contact UC by chat or email, and they can also make an appointment at a local CareerLink.

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

- On Tuesday February 6<sup>th</sup> Governor Joshua Shapiro gave a budget address. In the proposed budget document in the Labor and Industry section under general and general government operations for the Inflation Reduction Act (IRA), Commonwealth Workforce Transformation Program (CWTP) and Infrastructure Investment and Jobs (IIJA) for CWTP this is administrative funds to help support the CWTP. They did add some funds to the current budget so the work can lead up to setting in place the guidance, forms, and all of the work that goes behind creating a new program. In the funding section they are looking to invest a few million into the Industry Partnership. Last year the funding was about 2.8 million dollars and the goal for this year is to try to get about 5 million dollars to help support Industry Partnership.
- There were two programs set in place. One is Skills Base Hiring, and this is to make sure employers have knowledge skills and abilities to implement training programs and activities in place. The other is Career Pathways, and they are creating a web base system that they will be able to start their outreach to middle school students.
- He said that for the School to Work grant they are looking at level funding and apprenticeship training and another 10 million dollars for the grant.
- They are in the process of getting ready to release a new Notice of Grant availability (NGA) in February. One will be for agricultural specific and the ATO will oversee and manage that grant. They have taken the last year to learn and understand the agricultural department to see the different occupations. They are trying to understand the difficulties within the agricultural industry because it is varying with farmers, food processing and stores and then there are programs within occupations like butcher. They are trying to learn more about the industry.
- He said that they are still trying to tackle digital literacy in Pennsylvania. They had a couple of initial investments that are starting to show positive signs. When they talk about the public work system in PA CareerLinks about 85 percent of the people that walk in through the doors are digital illiterate. That means they can't turn on a computer or they don't know how to fill out forms. The majority of social services that are offered, not only in PA but around the country, are online formats and the staff have to literally walk people through page by page step by step. They are starting to see improvements in that area because of the digital literacy investments.
- In the last year they have worked on the UI claimant outreach, specifically around how they are finding and addressing the people that disappeared out of the workforce. Coming into this administration Governor Shapiro talked about demands, wanting, and needing to find employees for the workforce. Over the time during the pandemic people have just fallen out of the workforce entirely. They sent out an email about a program that they have started to 426 thousand Pennsylvanians that worked or received unemployment compensation at some point in time for 2020-2022 and they are just not showing

up in the new hires report or the wage and record report. In the email that was sent out was a survey to collect information on what the issues and concerns are, and he is happy to report that they received a couple of thousand applicants filling out the survey. The top three things that are being reported are childcare, transportation, proper basic documentation and having the information to go peruse other occupations.

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

- They are having the first ever Youth apprenticeship week May 5<sup>th</sup> - 11<sup>th</sup>. They would like to see everyone participate as much as they can at the events they are planning.
- The public comments will close on March 18<sup>th</sup> for the Notice of Proposed Rule Making (NPRM), and everyone is encouraged to get their comments in.
- The report for the 2023 National Apprenticeship Week is in and they had almost 1,400 events, over 5,000 attendees and nearly 500 Proclamations across the country. The report is on apprenticeship.gov.
- There are two funding opportunities that will be coming out. The funding is for the next round of State Expansion Formula Grant funding which is about six million dollars to be awarded with a total estimating of a hundred million. There is a second round for the Apprenticeship Building America Funding, the total estimated amount is around 95 million dollars.

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

- a) Alarm Tech Sprinkler, Inc., Sprinkler Fitter, 2nd Review, New Program, Individual Non-Joint
  - Sponsor Representative: Matt Boyer, Alarm Tech Sprinkler.
    - 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.
    - Page 58 – Typo – Change us to use.
    - Probationary period is listed as 200 and should be listed as 2000.
    - Page 43 – update language to say that they agree to be an RTI provider for the apprenticeship program.
  - Robert Bair made a motion to approve the program with administrative changes, was seconded by Michael McGraw; motion was carried unanimously by council; no abstentions.
- b) Hanover Chamber Commerce, Automotive Technician Specialist, 4th Review, Trade Program, Group Non-Joint
  - Sponsor Representative: Gary Laird, President; Sarah Messer; Frank Fermen, Hanover Chamber.
    - 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.
    - List of what is different Between the 4000-hour and 2000-hour programs.
    - List the additional certificates individuals would receive.
  - Timothy Griffin made a motion to not approve the program as presented, was seconded by William McGee; motion was carried by majority of council; Barry Kindt abstained.

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

- a) The Learning Lamp, Level I: Child Development Specialist (CDA), 1st Review, New Program, Group Non-Joint
  - Sponsor Representative: Leah Spangler, President/CEO, The Learning Lamp; Anna Zettle, Pre-Apprenticeship Manager, The Learning Lamp; Christy Leiato, Executive, The Learning Lamp.
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested Program.
    - Credits for OJL – explain how the apprentices will obtain college credits though the OJT portion and how many credits they will earn.
  - Barry Kindt made a motion to consider this program at a future council meeting; was seconded by Timothy Griffin; motion carried by majority of council; Cheryl Feldman abstained.
- b) Learned Potential, Post Baccalaureate Certificate K-6 Teacher, 1st Review, New Program, Group Non-Joint

- Sponsor Representative: Gabriela Timothy, CEO, Learned Potential
  - Sponsor representative shared an overview of the program.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested Program.
  - Page 32 Selection Procedures
    - Add the word these before eligibility.
    - Remove which may invite the candidate to participate in an interview.
  - Page 53 number 5 typo – change the hours for St. Joes from 500 to 420
  - Add verbiage stating that and apprentice can take both Pre-K – 4, 4-8 exams.
- Cheryl Feldman made a motion to consider this program at a future council meeting; was seconded by Gregory Chambers; motion carried unanimously by council; no abstentions.
- FortyX80, Business Analyst, 1st Review, Trade Program, Group Non-Joint
- Sponsor Representative: Tarelle Irwin, Asst. Director of Talent Development and Apprenticeships
  - Sponsor representative shared an overview of the program.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested Program.
  - Compare program with other states programs.
  - Explain how the partner companies will be follow the standards.
  - Add on the employer agreements what the expectation will be.
- Barry Kindt made a motion to consider this program at a future council meeting; was seconded by Michael McGraw; motion carried unanimously by council; no abstentions.

#### **Modification Request**

- a) Pennsylvania College of Technology, Plastic Process Technician Extrusion
  - Sponsor Representative: Nathan Rader-Edkin, Pennsylvania College of Technology; Beth Bittenbender, Pennsylvania College of Technology
    - ATR, Theodore Warholc, and sponsor representative explained what changes was to the program.
  - A discussion took place between the sponsor and council.
  - Robert Bair made a motion to approve the modification as submitted; was seconded by Gregory Chambers; motion carried unanimously by council; no abstentions.
- b) Pennsylvania College of Technology, Plastic Process Technician Extrusion
  - Sponsor Representative: Nathan Rader-Edkin, Pennsylvania College of Technology; Beth Bittenbender, Pennsylvania College of Technology
    - ATR Theodore Warholc and sponsor representative explained what changes were to the program.
  - A discussion took place between the sponsor and council.
  - Robert Bair made a motion to approve the modification as submitted; was seconded by Gregory Chambers; motion carried unanimously by council; no abstentions.

#### **Deregistration**

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- Milton Hershey School, Voluntary Deregistration, January 2nd, 2024, Reason: Inactivity of Occupations Carpenter and Cook.
  - Jon O'Brien made a motion that effective as of February 8, 2024, to voluntarily deregister Milton Hershey School; was seconded by Timothy Griffin; motion carried unanimously by council; no abstentions.
- Axxess Industries, Voluntary Deregistration, January 12th, 2024, Reason: Inactivity of Electrician program since 2019
  - Timothy Griffin made a motion that effective as of February 8, 2024, to voluntarily deregister Axxess Industries; was seconded by Jon O'Brien; motion carried unanimously by council; no abstentions.
- Timothy Griffin asked if all the deregistration work was because of the growing compliance team and their increased efforts?
  - Director Tara Loew replied that they are a mixture of the compliance team and sponsor driven.
  - Timothy Griffin is glad to hear that the compliance efforts are working.

### **Provisional Review Follow Ups**

- a) Duquesne Light Company, Overhead Line Worker, Individual Joint, Approved on August 18 2022: 1st Audit August 2023; Final Recommendation: Move to Permanent Registration.
  - a. L&L Construction Inc, Ironworker, Individual Non-Joint, Approved August 18, 2022: 1st Audit August 2023; Final Recommendation: Move to Permanent Registration.
- b) Sam Primack advised council that in September they provided a review of both programs. At that time both programs did not have any apprentices registered. With follow up and technical assistance between the ATR and the compliance team, they were able to help the programs register apprentices.

### **Old Business**

- PA Professional Image Alliance, Cosmetologist, 2nd Review, New Program, Group Non-Joint - Approved on Jan 22, 2024.

### **New Business**

- Gregory Chambers asked if they should make any comments about the NPRM?
  - Chairperson Lisa Godlewski replied that if you want to make a comment you will need to make it as yourself and not as a council member.

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

- Director Tara Loew started off by saying that they have exciting news for the pre-apprenticeship division. They now have a Pre-Apprenticeship and Training Representative, and they are also in the process of hiring another ATR. She hopes to introduce both ATRs at the next council meeting.
- The Apprenticeship and Training Office is supporting Chairperson Lisa Godlewski with finalizing the chair report that will be given to Secretary Nancy Walker. Once completed they will be sending the report out, along with the annual ATO Progress Report, to multiple partners.
- They are working with Labor and Industry's policy department, legal department, leadership, and the Governor's office to determine if they will be making any public comments on the NPRM.
- Director Tara Loew wanted to thank the Pittsburgh area's Partners4Work for offering to host the first ever apprenticeship awards. They are still working out the details of the awards ceremony that will be held on March 12th.
- L&I has moved forward with the first round of grant funding to support the teacher apprenticeship initiative. They are going to be giving out multiple tiers grants to support teacher apprenticeship work. The first tier is intended to go out to one contractor for them to pull together industry and apprenticeship experts to build out apprenticeship templates and meet PA standards for teaching certifications. That award was awarded to Central Susquehanna IU 16, and they were chosen for the purpose of creating an apprenticeship template for building and supporting certified teacher apprenticeship initiative. They will also be working on the following.
  - Creating multiple pathways into teacher apprenticeship programs.
  - Building a pathway for paraprofessionals to become the certified educators.
  - Creating a sustainable pathway to fund programs and to support the funding long term.
  - Assisting outreach and creating a package for school district to use when adopting and customizing the template(s)
- Her office was tasked by leadership and the federal government to integrate apprenticeship in the local CareerLink system. They launched professional development days to present the basics of apprenticeship. Also, in support of the Apprenticeship Building America (ABA) grant they supported a strategic plan template for registered apprenticeship, and this was developed for local workforce development boards to utilize. Through ABA, the ATO gave one on one support to help create the strategic plans for the 10 workforce development boards that were awarded the ABA grant, but they have made the template available to the other boards that were not awarded the grant.
- Director Tara Loew said that the ATO is trying to guide local areas on how to appropriately use Workforce Innovation and Opportunity Act (WIOA) funds to support registered apprenticeships. The ATO wants to make sure that they are giving local areas the appropriate guidance to ensure that if giving funding out to support individuals in registered apprenticeships, the individuals are in fact enrolled in a good quality registered apprenticeship program. Some of the guidance includes that local areas need to verify that the registered apprenticeship program is registered, verify the program is on the ETPL and ask for the backup document that shows that the apprentice is registered/enrolled in the program by asking for a copy of a 671 report/form.

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

- Chairperson Lisa Godlewski started off by saying that they owe a report to Secretary Nancy Walker every February. She is thankful for the ATO for putting the report together. She said that the report will be shared with council as soon as it is done.
- She said that it is important that if you decide to comment on the NPRM in the public comment to do so as yourself.
- Timothy Griffin asked if there were any new appointments to fill the vacancies on council.
  - Chairperson Lisa Godlewski replied that she did not hear anything yet. She knows that Director Tara Loew asks often.
  - Director Tara Loew said she did not hear anything as of yet. She also said that everyone is safe as the act calls that a council member will stay seated until someone is appointed.

#### **Adjourn Council Meeting**

- Motion to adjourn by Robert Bair; was seconded by Michael McGraw; approved unanimously. Meeting adjourned at 1:30 pm.

The next scheduled Pennsylvania apprenticeship & Training Council Meeting will be held virtually and is scheduled for Thursday, March 14, 2024.