

**PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL**

**December 14, 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 9:04 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:**

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

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

**U.S. Department of Labor**

Nicholas Burdick, Multi-State Navigator

**Approval of November 9th Meeting Minutes**

- Motion to approve November 9th minutes as submitted with administrative changes by Michael McGraw; seconded by Gregory Chambers. Motion approved unanimously.

**Public Comment:**

- No public comment

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

- He said that the Expo in Hershey was a productive and a fantastic event.

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

- Secretary Daniel Kuba and Judd Pittman the Director at Bureau of Career and Technical Education are planning on meeting and planning to discuss the plan for the career tech centers to evaluate programs that would meet and qualify for pre-apprenticeship certification. They will also be looking at areas that career tech centers are not available knowing that there are critical opportunities that kids are missing out on in those areas.
- The Workforce Deputate is scheduling meetings and talking with higher education, and they know that the enrollment rate for higher education is low. The governor recently announced the removal of bachelor degree requirements for a lot of different occupations within the Commonwealth. Conversations are happening that through apprenticeship we can offer an alternative to career attainment and advancement at the Commonwealth.
- They are still collaborating with the Unemployment Compensation for a project to identify the barriers that exist for groups of individuals that have transportation and childcare trouble. They have started to help these individuals.
- The governor signed an executive order to continue the early learning investment commission to try to help with the childcare crisis in Pennsylvania.
- They took a tour of the childcare facility at Labor and Industry. They are working with the Admin Services in developing and designing a childcare apprenticeship model. They are working on setting this up and in hopes that this apprenticeship model that can be replicated in multiple agencies.
- Workforce is getting involved with everything and they are trying to get people to understand pain points facing the workforce across Pennsylvania. There are different groups of people that are ready and available to go out in the workforce. This will take some changes and a different mindset is needed in how employers are recruiting.
  - The first group is reentry. Often a barrier for this group is only being offered low entry paying jobs. Workforce has received a little over ten million dollars from the federal government to work on the transition assistance program, to help federal prisoners to get back into society.
  - The second group of individuals are those in recovery. Workforce has a lot of programs to help those individuals get back into the workforce, we are working with employers about creating recovery work friendly environments, so individuals don't relapse.
  - The third group is the immigration and asylum seekers. Once these individuals have their work certificate, they are the easiest to be placed.
- Robert Bair said when looking at Colleges for college credits for apprenticeship programs he would like them to use the state colleges before any others because that way they can keep everything for apprenticeship within the state system.
- Robert Bair stated that he has been working with the Department of Corrections (DOC) and North American Building Trades Union (NABTU) with the Trades Future program and the MC3 curriculum. He is optimistic that if they get into the DOC with the programs, they can give individuals that are within a 24 month release the option to go into multiple building trades programs. When teaching the first year of apprenticeship curriculum, the individuals are released from prison and could qualify for an interview, as well as give them an advanced standing in the programs.
  - Deputy Secretary Daniel Kuba replied that he had his staff go to an event to look at one of those programs. The county prisons are a little bit easier to get into and he thinks that they will be able to see the programs there first.
  - Robert Bair Stated he would like to have support for the push for these programs from the Deputy Secretary Daniel Kuba and the DOC.
  - Jeffery Seabury replied that his office has been working over the last year in trying to have presentations and training on apprenticeship at the DOC and they did go to a few state facilities. He said that a lot of people that are incarcerated on top of their incarceration do have disabilities that are not just physical. Some may have drug and alcohol and mental health issues and OVR is interested in partnering in any efforts. The meeting that they have had with prisoners and their staff there is a lot of interest and enthusiasm around the presentations, and they have good hopes for their future.
  - Robert Bair replied that anyone that is incarcerated and had drugs, alcohol, or dependency problem that that is accepted in the trades future program they have a life skills program with a support system. The IBEW has had success in the past with members that went back and get their teaching certificates and have some of their guys go and teach the electrical apprenticeship programs in the state system.

- The Notice of Proposed Rulemaking (NPRM) on 2929 is imminent and they are hoping to have this out by the end of the year, but they are still wait.
- They have announced a Youth Apprenticeship Week that will be held May 5<sup>th</sup> -11<sup>th</sup>. This will be like National Apprenticeship Week. They will be having events and Proclamations and they will be geared towards individuals that are 16-24 age group. This is the same week of the Eastern Seaboard Apprenticeship Conference so this may impact some events.
- Their advanced manufacturing sprint will be ending at the end of the month and a report will be out sometime in January or February.
- They are starting a redesign of apprenticeship.gov and Nicholas Burdick asked to have anyone that has issues or think of something that might make the website better to let him know.
  - Chairperson Lisa Godlewski encouraged council to test out the apprenticeship.gov and to give Nicholas Burdick feedback about the website.

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

- a) Hanover Chamber, Automotive Technician Specialist, 3rd Review, Trade Program, Group Non-Joint
  - Sponsor Representative: Gary Laird, President, Hanover Chamber of Commerce; Frank Ferman, Hanover Chamber of Commerce
    - 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.
    - The program should be a 4000-hour program.
  - Council feels that a 2000-hour program would not sufficiently train and induvial to be an automotive technician specialist Timothy Griffin made a motion to not approve the program as submitted, was seconded by Robert Bair; motion was carried by majority of council; Cheryl Feldman and Barry Kindt abstained.

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

- a) Alarm Tech Sprinkler, Inc., Sprinkler Fitter, 1st Review, New Program, Individual Non-Joint
  - Sponsor Representative: Tom Lynam, President, Alarm Tech Sprinkler, Inc.,
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested.
  - Summary of changes council suggested Program.
    - RTI - Add a structured course for face-to-face instruction.
  - Robert Bair made a motion to consider this program at a future council meeting; was seconded by Barry Kindt; motion carried unanimously by council; no abstentions.
- b) ShalePro, Construction Craft Laborer, 1st Review, New Program, Individual Non-Joint
  - Sponsor Representative: Bill Smith, Preconstruction, ShalePro Vice President of Academic Affairs and Provost, Montgomery County Community College
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested.
    - Appendix D - reword the language to reflect what will occur at the training center and how much space is dedicated.
    - Work Process- update language in A-1 and A-2 to align with the work process schedule.
    - Page 27 Selection Procedures – include what the standardized process would be for the Interview process.
    - Page 26- Add language to outline the selection procedure.
  - Timothy Griffin made a motion to consider this program at a future council meeting; was seconded by William McGee; motion carried unanimously by council; no abstentions.
- c) Directional Services Inc. dab Cinterra, Construction Craft Laborer, 1st Review, New Program, Group Non-Joint

- Sponsor Representative: Derek Gary, Chief People & Culture Officer, Directional Services Inc. dab Cinterra; Madison Haring, HR Generalist, Directional Services Inc. dab Cinterra.
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested.
    - Clarify the curriculum and make sure that the curriculum is consistent with the Construction Craft Laborer industry wide.
    - Page 23 – Clarify the number of hours for the probation period.
    - Page 54 Question 1 – make sure that the information is readable.
  - Timothy Griffin made a motion to consider this program at a future council meeting; was seconded by William McGee; motion carried unanimously by council; no abstentions.
- d) Pennsylvania Rural Electric Association, Line Maintainer, 1st Review, New Program, Group Joint
- Sponsor Representative: Dennis Shawley, Manager, Pennsylvania Rural Electric Association; Joe Selnekovic.
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested.
    - Change the occupation name from line maintainer to journeyman lineman.
    - Cross reference IBEW Electrical Training Alliance curriculum for linemen
    - Remove Set Solutions LLC as a RTI provider and change vendors for OSHA 10
  - Robert Bair made a motion to consider this program at a future council meeting; was seconded by Jon O'Brien; motion carried unanimously by council; no abstentions.
- e) Cintas, Fire Alarm Inspection Test and Maintenance Technician, 1st Review, New Program, Individual Non-Joint
- Sponsor Representative: Jason Dupuis, Cintas Fire Protection
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested.
    - Page 20 – fill in the title of Sponsor Contact
    - Page 25 – fill in the city, state and zip code for J.J. Keller & Associates, Inc.
  - OSHA 10 or OSHA 30 – Do not include a Specific company so standards do not need changed.
  - 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.
- f) PA Professional Image Alliance, Cosmetologist, 1st Review, New Program, Group Non-Joint
- Sponsor Representative: Antoinette Morris, Owner, PA Professional Image Alliance
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested.
    - Work Process – Explain in detail about each task that the apprentice will be doing and correct the outline.
  - Robert Bair made a motion to consider this program at a future council meeting; was seconded by Cheryl Feldman; motion carried unanimously by council; no abstentions.

#### **Deregistration**

- National Wood Flooring Association- Letter of Request November 27th, 2023. Reason: Currently do not have any members interested in the program. Plan to begin reaching out to companies in 2024 for possible reinstatement.
  - Jon O'Brien made a motion that effective as of December 14, 2023, to deregister National Wood Flooring Association; was seconded by Timothy Griffin; motion carried unanimously by council; no abstentions.

#### **Old Business**

- Montgomery County Community College, IT Generalist, 1st Review, New Program, Group Non-Joint - Approved on Nov 17, 2023

#### **New Business**

- No new business

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

- This is the first time in the history of the ATO office that they are going to be presenting apprenticeship and pre-apprenticeship awards and the winners have already been notified. They have noticed that most of the winners are on the western side of the state, and they are currently talking about hosting an award ceremony through Partner4Work in the Pittsburgh area.
- The ATO is still looking to take an official stance in Pennsylvania in regard to solar occupations and are still waiting for approval from policy and the governor's office. There was federal guidance produced in the bulletin number 2023-124 dated August 25<sup>th</sup>, 2023, and this bulletin has verbiage that relates to the Solar Industry. In PA they believe that they will align with the guidance at this time but again they are waiting on official approval.
- Director Tara Loew was pleased to hear that both Deputy Secretary Dan Kuba and Robert Bair mention some of the important work that the pre-apprenticeship division is doing. The division is working with the department of education to identify vocational programs within the Career and Technology Centerer system (CTC) that can and should be worked into pre-apprenticeship programs and to create standardized templates to expedite growth across PA.
  - Their pre-apprenticeship division has also been working closely with the DOC for close to a year to create pre-apprenticeship programs, when able, within the state correction institutions. Part of the efforts has been working with the DOC to incorporate Multi-Craft Core Curriculum (MC3) and specifically Trade Futures into the programing. Director Tara Loew is thrilled that the efforts seem to be coming along and to have the support of Robert Bair, PA Building Trades and Labor and Industry leadership. The DOC has been such a good partner that they have secured some grant funding to support them in working through the process with the ATO office.
- The compliance division is working on a one-year provisional review process as they review the programs that were registered in December 2022. The new review process will have an impact on the time frame for the presentation of the findings and recommendations to the council. The compliance team will begin the process one year after the program registration and the reviews will now take two to three months to complete.
- The increase in staff has allowed the ATR field team, led by Cristie Dewitt, to work more proactively and strategically grow apprenticeships across PA. They will be following suite in how much of workforce development work happens and will be moving forward with sector strategies.
  - The sector concentration will be healthcare, agriculture, education, and technology and they have assigned specific ATRs to lead the work who will be getting subject matter experts together to discuss what occupations are most in need. They are working on gathering standard information needed to build successful apprenticeship programs in those occupations. They have already involved some of the council members in the process specifically related to healthcare and if you have any interest in being involved in any of the sector work, please, let them know.
- Director Tara Loew will be asking her management team to present quarterly on some information related to their division that will include grant information and the number of apprenticeship and pre-apprenticeship programs that will be coming down the pike.

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

- No report

**Adjourn Council Meeting**

- Motion to adjourn by Robert Bair; was seconded by Michael McGraw; approved unanimously. Meeting adjourned at 12:08 pm.

The next scheduled Pennsylvania apprenticeship & Training Council Meeting will be held virtually and is scheduled for Thursday, January 11<sup>th</sup>, 2024.