

**PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL**

**January 11, 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 9:02 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 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

Sunshine Conyer, Special Project Apprenticeship and Training Representative, 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 December 14th Meeting Minutes**

- Motion to approve December 14th 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 (Judd Pittman, Director)**

- Director Judd Pittman advised that this is their first meeting, and that Annette Anslinger and Lisa Golding will be joining the council meetings when he is unable. They are excited to learn and expand pre-apprenticeship and registered apprenticeship.
- Lisa Golding is currently driving the work around the education and Annette Anslinger is the work-based learning coordinator.
- He and his team are looking for the best ways to align this work and set kids up for advanced standing as they learn through their program of study.
- He advised council that this is a good opportunity to prepare their directors, centers, and career and technical education programs for taking full advantage of what the ATO is trying to move forward.
- They will align their updates to what is happening in the sessions. He also advised council members not to hesitate to reach out if they have any questions, interest, or want any specific updates.

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

- Jeffrey Seabury and his team are participating in an overview of the notice of the proposed rule making changes for the National Apprenticeship System that the Federal Department of Labor is hosting.
- They are continuing to work with a registered sponsor to expand their program to be centered at the Hiram G Andrews Center in the Southern Allegheny region.
- He also advised council that coming up this Spring, OVR is participating in a five-year grant from the Social Security Administration and a Grantor called Mathematica. This will be centered in Philadelphia and five surrounding counties. The grant focuses on advanced services for persons with disabilities in steering them towards long-term employment opportunities. The hope is that over the next year or so, they will be able to reach out with more apprenticeship and pre-apprenticeship opportunities to provide them as potential pathways to employment.

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

- Deputy Secretary Maria Macus reminds everyone that while unemployment is low, this is the busy season because of seasonal workers. This was also the start of a quarter change so they've seen an increase in phone calls, emails, and chat so she would advise individuals to take advantage of emails and chats. If a phone call is needed, it is best to make it at the end of the week and later in the day.
- November 2023 the unemployment rate was 3.4 percent and the number of unemployed was 225,000.

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

- In the collaboration with the state board, Deputy Secretary Daniel Kuba and his team have been talking about committee work. The agricultural committee held a forum where employers came forward to talk about the challenges within the agriculture industry. The committee also talked about registered apprenticeship and pre-apprenticeship. Deputy Secretary Daniel Kuba and his team were able to gather a lot of information because they were just there to sit and listen. He also advised council that there are specific industries within agriculture that are struggling to get membership and fill open positions.
- The board under Governor Shapiro has expanded its outreach efforts and created more subcommittees. Deputy Secretary Daniel Kuba has started talking to Matt Yarnell from SEIU around the challenges in healthcare. A number of meetings have been taking place with the Apprenticeship and Training Office and Matt Yarnell's team and the subcommittee to gain guidance and support on where there needs to start being positive investments. Labor and Industry has been investing about 2.5 to 5 million dollars a year in training HHA and CAN around the state. There is such a dramatic need and desire to fill those positions. In an aging population, elder care facilities are in desperate need of these positions. The team has started reaching out to elder care facilities that have a CNA and LPN programs in the apprenticeship format.
- Judd Pittman and Deputy Secretary Kuba will be doing a landscape review of CTC and CTE. This means that they will take a look at the valleys and deserts in Pennsylvania where we don't have career tech ed available for the students. The goal of this is to look at opportunities where pre-apprenticeship programs can be added into the high schools in areas where they don't already have programs. The rural areas are where these are lacking, and they will be looking at healthcare as a primary

addition. They will be using the CWIA team to look at data and see what the primary industries are in these areas to really offer opportunity to the youth.

- Deputy Secretary Daniel Kuba advised council that it is grant season. They are in the process of awarding three veteran employment grants that are going out. One component of the veteran grant will be redone. There are a number of ATO grants that are in process and will be going out. They will be getting more targeted in these dollars. This is coming from guidance and feedback of where there is desperate need in specific industries.
- Deputy Secretary Daniel Kuba advised Robert Bair to get in contact with him regarding mine workers.
  - Robert Bair said that he met with Secretary Walker and the acting secretary of the EP to discuss what they can do to reintegrate the mine workers. He also said that at the Pennsylvania Farm Show Deputy Secretary Kuba reminded everyone that we do have an approved butcher apprenticeship program and a Dairy Herdsman program. Robert Bair had a conversation with Matt Yarnell at SEIU and reminded him that about 9 healthcare programs have been approved in the Southeast. Robert Bair told Matt Yarnell that he could possibly take a few of those CNA and LPN programs and use the templates for his nursing homes. These are nontraditional but really great programs.
  - Deputy Secretary Daniel Kuba responded by saying that that program would tackle one of Judd Pittman's biggest issues, which is waitlists.
- Jon O'Brien is working with contractors, engineers, and the carpenters union to launch an Ace Mentor Chapter up and running in the State College area. ACE stands for architecture, construction, and engineering. The goal of this is to introduce high school students to the possibility of having a construction career. There are chapters in Pittsburgh, Central PA, Philadelphia, and Lehigh Valley. They plan on looking at Center County first because there is not any Chapters in the rural communities. He been working on this for about six months and would like to have it started by next school year. They have a partnership with Penn State University, who advised them that this mentorship was needed.
  - Robert Bair asked Jon O'Brien if he had contractor buy in in the area yet and Jon O'Brien advised him that they do. He also said that the contractors are steering the ship on this project.
- Judd Pittman encouraged everyone to connect with their AG specialist Chris Davis if possible. Chris has been working with post-secondary partners to build out an articulation and a program around the butchering trades. He also advised that the construction trades were one of the most popular career and technical education programs in the regular education high schools. Judd Pittman brought up the career and technical education deserts and said that they are looking to out funding behind it to help support new program growth, new program exploration, and/or existing program growth. An additional funding package that will be released will explore the agriculture spaces where they may need modernized or to help grow a program.
- Lisa Williams advised council that the needs in nursing homes is huge and that state regulations have changed. The number of nursing aids that are needed at bedside will increase and Pennsylvania is already in crisis; this is expected to get worse. She told Judd Pittman that the CTCs are the most valuable LPN programs that are in the state as far as return on investments. It is hard to work and go through an LPN program so apprenticeship would be a benefit. A challenge is making connections with the employers to invest in those students. In order for this to be sustainable the students must work and go to school full time.
  - Judd Pittman assured Lisa Williams that this is on the Bureaus radar, and it is something they are interested in exploring. His team is getting ready to hire two additional program staff to support the review of all of the CNA programs in the commonwealth.
  - Lisa Williams believes that Lancaster is a great place to start because they have students travel from Harrisburg, Reading, etc.
- Director Tara Loew is hoping that pre-apprenticeship is on Jon O'Brien's radar with the ACE program he is starting because it would be a great fit and pre-apprenticeship could offer him a lot of support. She advised Judd Pittman that the Apprenticeship and Training Representative that focuses on agriculture will be reaching out to bridge some of the work and get names to make sure that those representatives are a part of the agriculture working group. The conversations that took place highlight why the Apprenticeship and Training Office will move forward with sector strategies, which entails representatives focused on specific sectors, and why the office is putting our mini grants to support that work. She reminded council that the Apprenticeship and Training Representatives will form working groups, and committees so that they can provide a platform for all these agencies to come together and buildout these programs.

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

- James Foti let everyone know that the Eastern Seaboard apprenticeship conference will be held in San Juan, Puerto Rico on May 6<sup>th</sup> to the 9<sup>th</sup> of 2024. On top of that, May 5<sup>th</sup> to the 11<sup>th</sup> is the first national youth apprenticeship week.
- James Foti advised council that the notice of proposed rulemaking (NPRM) has not been published yet, but it is available on apprenticeship.gov. It has proposed 29:29 changes largely, and some technical changes to 29:30. The Department of Labor worked very hard putting together this 779-page long NPRM. Around page 644 is when the regulatory text starts if anyone would like to get a quick read on this document. There are three subparts to the document. Subpart A is proposals for new program regulatory language, B is a new Career and technical education apprenticeship, and subpart c is about administration and coordination. The way these are done is the preamble comes first, then there is an economic analysis, and lastly the regulation itself. There will be a national webinar 01/11/2024 at 2pm and James Foti encouraged anyone who can join, to join.
  - Robert Bair asked James Foti if this is the rule making that wants to get rid of state apprenticeship councils and instead put them in an advisory role.
  - James Foti advised him that that is how the current regulation reads. He also said that once this gets printed in the federal register there will be a 60-day comment period. When the IRAP was released, it was the most responded to in the Department of Labor history. These comments received from the NPRM will all be categorized and addresses individually. The department will weigh on these comments before anything is put into a final rule.

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

- a) PA Professional Image Alliance, Cosmetologist, 2nd Review, New Program, Group Non-Joint
  - Sponsor Representative: Antoinette Morris, Owner, PA Professional Image Alliance
    - 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.
    - Include that the program provides first aid CPR training.
    - Move hair removal to correct category for RTI.
    - Outline and focus on chemical safety.
  - Michael McGraw made a motion to approve the program with administrative changes, was seconded by Jon O’Brien; motion was carried unanimously by council; no abstentions.
- b) Pennsylvania Rural Electric Association, Line Maintainer, 2nd Review, New Program, Group Joint
  - Sponsor Representative: Dennis Shawley, Manager, Pennsylvania Rural Electric Association
    - 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.
    - Review and revamp RTI and OJT to mirror IBEW RTI and OJT
    - Include additional information on transmission.
    - Work Process-pages 32-64; RTI-pages 67-78
  - Robert Bair made a motion to consider this program at a future council meeting, was seconded by Timothy Griffin; motion was carried unanimously by council; no abstentions.

**New Business**

- Gregory Chambers congratulated Director Tara Loew on her growing staff and department.

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

- Director Tara Loew advised council that the Apprenticeship and Training Office gave out their first annual awards for apprenticeship and pre-apprenticeship. The awards are for outstanding apprentice, outstanding pre-apprentice, outstanding apprenticeship sponsor, and outstanding pre-apprenticeship sponsors. These awardees have been notified of their winnings. There will be an award ceremony held March 12<sup>th</sup>. As many of the winners are based out of the western part of the state the office will be working with Partner for Work to have the award ceremony in Pittsburgh.

- Tara Loew introduces the Apprenticeship and Training Office's new Special Projects Apprenticeship and Training Representative, Sunshine Conyer.
  - Sunshine introduced herself to everyone on the meeting. She is an Air Force Veteran, has a strong background in hospitality, tourism, family agriculture. Sunshine joined state work about two years ago as a Disabled veteran's outreach specialist in the North tier. She is excited to be a part of the ATO.
- Director Tara Loew reminded everyone that with having a full staff on board, the office will be moving forward with a focus in sector strategies. There will be individuals focused on specific sectors. These areas will be healthcare, agriculture, and IT. They will be pulling together a group of experts to determine in need occupations and from there build our templates for Pennsylvania registered apprenticeships.
- The Apprenticeship and Training Office will be partnering with OVR to launch and present a building disability inclusion into registered apprenticeships workshop. That should be held within the next two to three months. This workshop is presented in support of the Apprenticeship Building America Grant which they did also subgrant out to ten Workforce Development Boards in hopes to integrate registered apprenticeship and pre-apprenticeship into their work. This included working with the boards to build strategic plans regarding apprenticeship. The office will be providing the remaining boards in the state with templates and guidance for building these plans but not the extra one-on-one support if they were not a subgrantee. Building apprenticeship into their strategy is a WIOA requirement.
- The Apprenticeship and Training Office now has representation on almost every PA Workforce Development Board Committee.
- In the future, Director Tara Loew will be asking her management team to present updates quarterly. She also encouraged everyone to look at the documentation that is added to councils one drive folder.
- In the future, the office's grants will be mini grants. These grants will target certain sectors. They will focus on growing new apprenticeships and/or supporting requirement for populations that are traditionally underserved in apprenticeship. There are five mini grants in the works.
- The Labor and Industry team has pledged several supports to provide public comment on the proposed rule changes.
- Gregory Chambers asked Director Loew if there was anything on the horizon where the department will be funding incumbent training. Once individuals become journey workers, everything is changing so quickly. For example, technology, machining, etc.
  - Director Tara Loew advised him that there may be funding that they can call out specific to that training. She can also see if there is anything specific, they can do now to support that. There is WIOA Funding specific to help support incumbent workers.
  - Gregory Chambers reiterated that he meant specifically journey workers, to keep it pertaining to apprenticeship.
  - Director Tara Loew brought up Career Lattices, they do not fit every sector, but they do support healthcare specifically. They want to see it start with CNA, then CNA to LPN, And then LPN to RN.
  - Gregory Chambers says that in order to receive this funding, you just be an apprenticeship graduate or a journey worker.
  - Timothy Griffin added that a possible way to tie this to Requires programs update their standards.
  - Lisa Williams advised that apprenticeship is about lifelong learning and would be good to have a booster.
  - Timothy Griffin thinks this may be a way to encourage individuals to keep their standards up to date.
  - Director Loew agrees with a potential concentration on encouraging standard updates as Cristie DeWitt and her team are encouraging individuals to update their standards every five years if possible.

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

- Chairperson Lisa Godlewski is the Executive Director of the Architectural Glass and Metal Association which represents all signatory contractors in the five county Philadelphia region. In January she took on another role as the Executive Director of the Associated Master Painters and Decorators. That is a universe of about 60 signatory contractors that do all the commercial paint and wall covering in the Philadelphia five county region.
- Regarding the proposed rule changes, Chairperson Lisa Godlewski outlined her understanding which is the council has the ability to register and approve programs under a waiver but would no longer have that capability. This would move council members into an advisory role. She advised all members to become educated about the proposed rule as soon as possible. The easiest way to become educated on the topics up for change is to join the 2pm webinar. Everyone may need to comment on the public comment section as James Foti mentioned. Chairperson Lisa Godlewski then reached to Peter Getzie for further instruction on how the commenting will take place.

- Peter Getzie outlined you would comment from your personal point of view or connection. It is important to remember a lot of these rule changes came into effect in 2008 and have been working under conditional approvals since then. The changes make it clear council would move to advisory role rather than regulatory role like it is now. He recommended if trying to understand the rules themselves, to start on page 644 of the document. The preamble outlines the reasoning behind the rules, so Peter Getzie says to read the rules first and then read their reasonings after.
  - Timothy Griffin asked Mr. Getzie that since these proposed rules are contradictory to Pennsylvania State Law with the Pennsylvania Apprenticeship Act, how would updating the Act and regulations be handled.
  - Peter Getzie responded according to these rules, if PA does not comply and update legislation appropriately, the council and PA as an SAA would be deregistered. This could affect grant programs. The state of California works on their own because their council was deregistered and now there are only a few things that come out of California that are federally recognized. For the council to be federally recognized, there would have to be serious changes to the Pennsylvania Apprenticeship ACT.
  - Timothy Griffin brought up in order for the Act to change, it would have to go through legislation process.
  - Peter Getzie confirmed this. This would have to run through Legislation by the end of 2026 and the chances of it being done by then would be very unlikely.
  - Chairperson Lisa Godlewski mentioned the rules are far reaching. There are implications for ratios, establishment of hazardous apprenticeship, etc.
  - Peter Getzie replied ratios are interesting because the rules do permit the state to have its own ratios. The exception to the ratio would no longer be through council, it would be through the director's office. State Law can regulate what the ratio may be, but an exception could be granted by the Apprenticeship and Training Office.
  - Gregory Chambers asked if there were any changes other than CSR 29:29.
  - Peter Getzie said they did make changes to CSR 29:30 to try to make it align with CSR 29:29. Right now, quality assessments and program reviews are completed for registered programs. With the rule changes, only program reviews would take place.
  - Lisa Godlewski was curious how the council members were to move forward if they had questions after the 2pm webinar. Peter Getzie confirmed the members can email their questions to him after the council meeting or the webinar.
  - Mr. Getzie added there are a lot of changes to programs themselves. There will be more reporting on demographics and more information collected on the backgrounds of the apprentices. If the council was deregistered, the program sponsors would have to be recertified.
  - Director Tara Loew along with Joseph Poland advised council that the 2pm webinar was postponed.
  - Deputy Secretary Daniel Kuba said if things change on the federal level, people will be unhappy with funding for pre-apprenticeship and apprenticeship models. We have an opportunity now to take advantage of every grant.

#### **Adjourn Council Meeting**

- Motion to adjourn by Gregory Chambers; was seconded by Cheryl Feldman; approved unanimously. Meeting adjourned at 11:04 am.

The next scheduled Pennsylvania apprenticeship & Training Council Meeting will be held virtually and is scheduled for Thursday, February 8, 2024.