



Pennsylvania Apprenticeship and Training Council

2023 Chairperson's Report

The Pennsylvania Apprenticeship and Training Council (PATC) Members:

Lisa Godlewski, *Council Chairperson*, Executive Director, Architectural Glass and Metal Assoc.

Tim Griffin, *Council Co-Chairperson*, Manager of Learning and Development, I.B. Able Inc.

Robert Bair, President, PA State Building Trades

Greg Chambers, Director of Corporate Compliance, Oberg Industries

Cheryl Feldman, Former Executive Director, District 1199C Training & Upgrading Fund

Barry Kindt, Innovation & Expectation Chief, Secco, Inc.

William McGee, Business Manager, Heat and Frost Insulators Local 23

Mike McGraw, Executive Director, Pennsylvania Plumbing Heating Cooling Contractors

Jon O'Brien, Executive Director, Keystone Contractors Association

Lisa Williams, Executive Director, The Training and Education Fund

Ex-Officio Council Members:

Daniel Kuba, Deputy Secretary of Workforce Development, PA Department of Labor and Industry (PA L&I)

Judd Pittman, Director, Bureau of Career and Technical Education

Maria Macus, Deputy Secretary, Office of Unemployment Compensation Benefits Policy, PA L&I

Jeffrey Seabury, Designee for Ryan Hyde, Bureau Director, Office of Vocational Rehabilitation, PA L&I

The council shall make a report to the Secretary of the Department of Labor and Industry, on or before February fifteenth, each year, indicating the extent of apprenticeship and other occupational training programs during the previous year, trends in employment requiring adjustments in apprenticeship training and other occupational programs, needs for expansion of apprenticeship and other occupational training programs, activities of the council and such recommendations as are in accord with the purposes of this act.

Apprenticeship Numbers for Calendar Year 2023

New Programs Presented to Council for Registration: 38

New Programs Registered: 32

New Apprentices Registered: 5,766

Completed Apprentices: 2,991

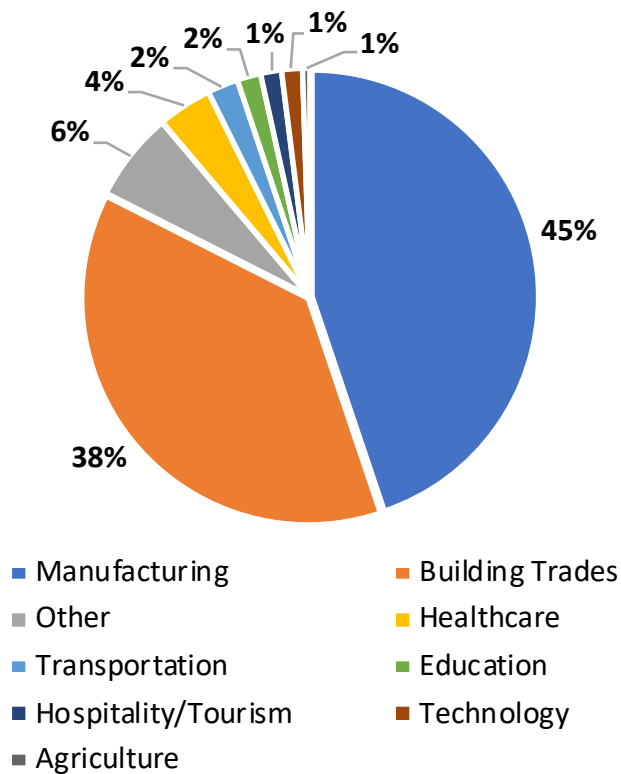
Total Active Apprentices: 21,980

Total Unique Program Sponsors: 880

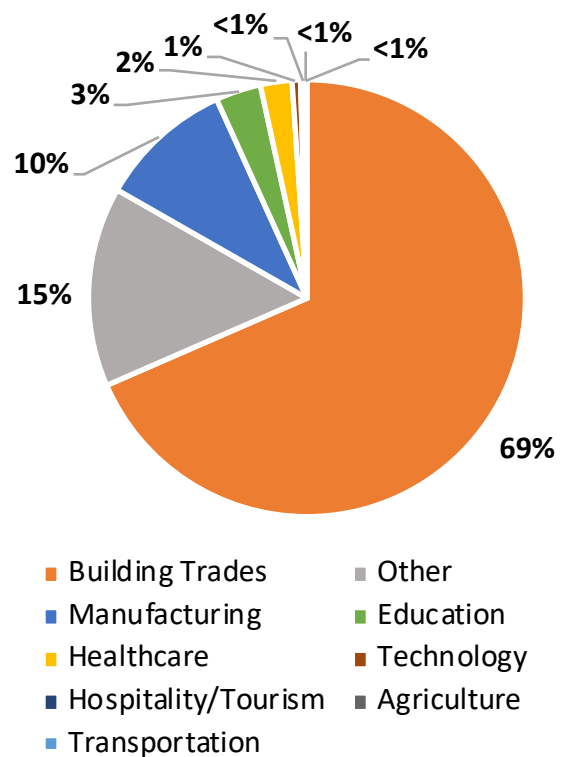
Total Active Programs at Year End: 1,557

Total Active Apprentices at Year End: 16,982

Current RA Programs by Sector



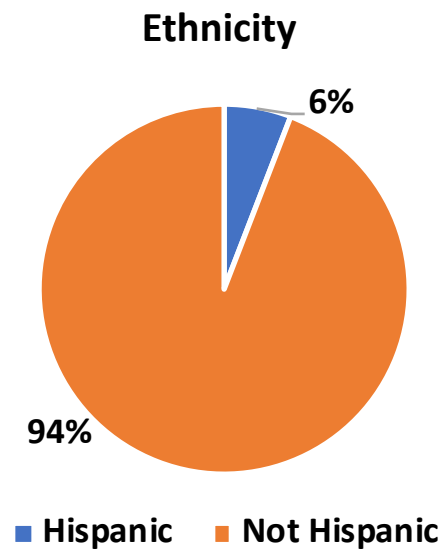
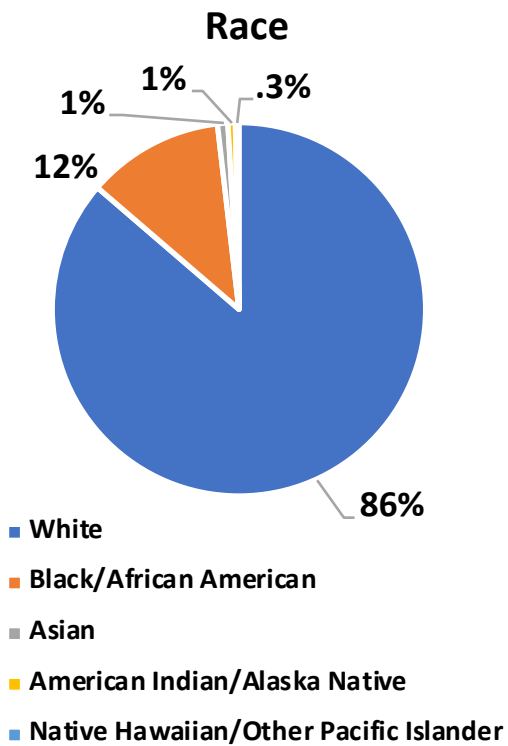
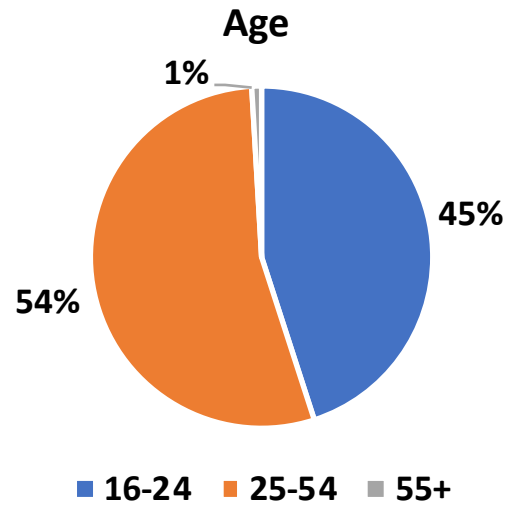
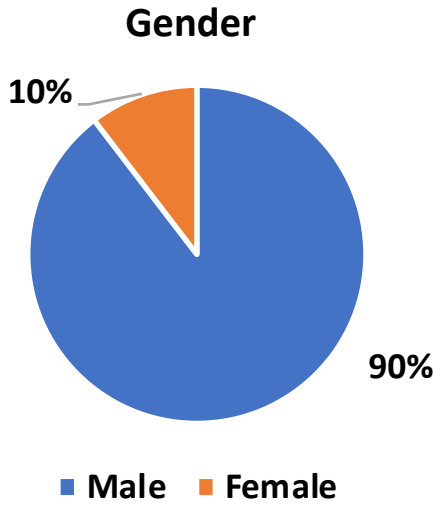
Current Apprentices by Sector



Note: 'Other' primarily includes apprentices from State Correctional Institutions.

Disclaimer: The data found here is based on information entered by Registered Apprenticeship Program sponsors into the Registered Apprenticeship Partners Information Data System (RAPIDS). As a Federal database, RAPIDS is designed to serve as the program sponsors' primary platform for managing apprentice enrollment and completions, resulting in fluid data that is subject to change and updates without prior notice. The ATO is working to ensure quality assurance steps are in place and all information entered aligns with rules, regulations, and standards of apprenticeship in Pennsylvania. However, since compliance staff dedicated to these quality assurance efforts were only added in 2023, the ATO expects numbers to potentially and temporarily decline as it works with sponsors to effectively cleanup programs, accounts and reach compliance.

2023 Apprenticeship Demographics



8% of apprentices enrolled in 2023 were veterans, while 1% self-identified as disabled.

2023 Top 20 Occupations and Average Journeyworker Rates

SOC Code	Occupation	Active Apprentices	Average Journeyworker Rate
47-2031	Carpenters	2,647	\$33.45
47-2111	Electricians	2,600	\$24.79
33-3012	Correctional Officers & Jailers	2,118	\$19.15
47-2152	Plumbers, Pipefitters & Steamfitters	1,907	\$23.93
49-9051	Electrical Power-Line Installers & Repairers	1,031	\$34.63
47-2211	Sheet Metal Workers	554	\$28.18
49-9021	Heating, A/C & Refrigeration Mechanics & Installers	478	\$22.40
47-2181	Roofers	354	\$28.56
47-2141	Painters, Construction & Maintenance	310	\$27.75
47-4021	Elevator & Escalator Installers & Repairers	297	\$41.34
49-9044	Millwrights	286	\$26.73
47-2073	Operating Engineers	257	\$25.79
47-2221	Structural Iron & Steel Workers	245	\$28.60
47-2061	Construction Laborers	237	\$30.19
47-2132	Insulation Workers: Mechanical	233	\$26.67
49-9041	Industrial Machinery Mechanics	215	\$23.44
47-2021	Brickmasons & Blockmasons	211	\$26.19
29-2061	Licensed Practical & Licensed Vocational Nurses	148	\$25.84
49-2094	Elec. Repairers, Commercial & Industrial Equipment	132	\$24.66

RA Programs Presented to Council in 2023 – 38 Total

The ATO tracks programs presented to the PATC and the number of appearances before the PATC as a way to gauge the efficiency and efficacy of the registration and approval process.

Apprenticeship Sponsor	Occupation	Sector	Classification	County	Initially Presented to PATC	Status
ASHLIN Management Group	Certified Clinical Medical Assistant	Healthcare	Group Non-joint	Out of State	23-Jan	Registered
Central Pennsylvania Institute of Science and Technology	Wastewater Systems Operator	Manufacturing	Group Non-Joint	Centre	23-Jan	Registered
Central Pennsylvania Institute of Science and Technology	Water Systems Operation Specialist	Manufacturing	Group Non-Joint	Centre	23-Jan	Registered
Globus Medical	Prototype Model Maker	Manufacturing	Individual Non-Joint	Montgomery	23-Jan	Registered
PeopleShare LLC	Sourcing Recruiter	Other	Group Non-Joint	Montgomery	23-Jan	Registered
UPMC	Nursing Assistant Certified	Healthcare	Individual Non-Joint	Allegheny	23-Jan	Registered
Pennsylvania College of Technology	Robotics Technician	Manufacturing	Group Non-Joint	Lycoming	23-Jan	Not Approved
FortyX80 Inc	Cyber Security Support Technician	Technology	Group Non-Joint	Allegheny	23-Feb	Registered
New Village Institute	Undercar Specialist (Alternate Title: Automotive Tech Specialist)	Other	Group Non-Joint	Indiana	23-Feb	Registered
PA Academy of Trades	Able Seaman	Other	Group Non-Joint	Allegheny	23-Feb	Registered
We Love Philly	Digital Marketer	Technology	Group Non-Joint	Philadelphia	23-Feb	Registered
Center for Dairy Excellence	Dairy Herd Manager	Agriculture	Group Non-Joint	Dauphin	23-Mar	Registered
PV Transport Inc	Truck Driver, Heavy	Transportation	Individual Non-Joint	Montgomery	23-Apr	Registered
Right Elevator Company	Elevator Constructor Mechanic	Building Trades	Individual Non-Joint	Cambria	23-Apr	Not Approved
Beaver Jack Tree Service	Arborist	Agriculture	Individual Non-Joint	Allegheny	23-May	Registered
O-I Plant #18 and #19	Machinist	Manufacturing	Individual Joint	Elk	23-May	Registered
Pittsburgh Chapter NTMF	Machinist	Manufacturing	Group Non-Joint	Allegheny	23-May	Registered
Tech Impact	Help Desk Technician	Technology	Individual Non-Joint	Philadelphia	23-May	Registered
UPMC Presbyterian/Shadyside Corporate Services	Industrial Maintenance Repairer	Manufacturing	Individual Non-Joint	Allegheny	23-May	Registered

PA Area Health Education Center (AHEC)	Community Health Worker	Healthcare	Group Non-Joint	Dauphin	23-Jun	Registered
Diversified Refrigeration Holdings	Heating & Air Conditioning Mechanic & Installer	Building Trades	Individual Non-Joint	Bucks	23-Jun	Not Approved
ABC of Western PA	Heating & Air Conditioning Mechanic & Installer	Building Trades	Group Non-Joint	Allegheny	23-Aug	Registered
Celerity Integrated Services	Line Installer/Repairer	Building Trades	Individual Non-Joint	Bucks	23-Aug	Registered
Congreso de Latinos Unidos	Peer Specialist	Other	Group Non-Joint	Philadelphia	23-Aug	Registered
CybXSecurity LLC	Cybersecurity Support Technician	Technology	Individual Non-Joint	Allegheny	23-Aug	Registered
Philadelphia Alliance for Capital and Technologies (PACT)	Application Developer	Technology	Group Non-Joint	Philadelphia	23-Aug	Registered
R&B Enterprises, Inc dba Transportation Solutions	Truck Driver, Heavy	Transportation	Group Non-Joint	Erie	23-Aug	Pending
Atarashii	Cosmetologist	Other	Group Non-Joint	Out of State	23-Oct	Registered
Kinsley Steel Inc	Structural Steel Worker	Building Trades	Individual Non-Joint	York	23-Oct	Registered
Hanover Chamber	Automotive Technician Specialist	Other	Group Non-Joint	York	23-Oct	Pending
Montgomery County Community College	IT Generalist	Technology	Group Non-Joint	Montgomery	23-Nov	Registered
Blackline Institute	Electrician	Building Trades	Group Non-Joint	Lancaster	23-Nov	Pending
Alarm Tech Sprinkler	Sprinkler Fitter	Building Trades	Individual Non-Joint	Berks	23-Dec	Pending
Cintas	Fire Alarm Inspection Test and Maintenance Technician	Building Trades	Individual Non-Joint	Montgomery	23-Dec	Registered
PA Professional Image Alliance	Cosmetologist	Other	Group Non-Joint	Philadelphia	23-Dec	Pending
Pennsylvania Rural Electric Association	Line Maintainer	Building Trades	Group Joint	Allegheny	23-Dec	Pending
ShalePro	Construction Craft Laborer	Building Trades	Individual Non-Joint	Washington	23-Dec	Not Approved
Directional Services Inc. dab Cinterra	Construction Craft Laborer	Building Trades	Group Non-Joint	Out of State	23-Dec	Not Approved

Apprenticeship Programs Registered in 2023 – 32 Total

Apprenticeship Sponsor	Occupation	Sector	Classification	County	Month Approved	Number of Presentations to PATC
Central Pennsylvania Institute of Science and Technology	Water Systems Operations Specialist	Manufacturing	Group Non-Joint	Centre	January	1
Education Works Inc	Youth Development Practitioner	Other	Individual Non-Joint	Philadelphia	January	2
Central Pennsylvania Institute of Science and Technology	Wastewater Systems Operator	Manufacturing	Group Non-Joint	Centre	February	2
Globus Medical	Prototype Model Maker	Manufacturing	Individual Non-Joint	Montgomery	February	2
Keystone Community Education Council	Building Maintenance Repairer	Building Trades	Group Non-Joint	Venango	February	2
National Association of Insurance Professionals	* General Insurance Associate	Other	Group Non-Joint	Erie	February	2
PA Academy of Trades	* Able Seaman	Other	Group Non-Joint	Allegheny	February	1
Union Community Care	Certified Clinical Medical Assistant	Healthcare	Individual Non-Joint	Lancaster	February	3
UPMC	Nursing Assistant Certified	Healthcare	Group Non-Joint	Allegheny	February	2
Energy Innovation Center	** Patient Care Technician	Healthcare	Group Non-Joint	Allegheny	March	3
PeopleShare LLC	* Sourcing Recruiter	Other	Group Non-Joint	Montgomery	March	3
We Love Philly	* Digital Marketer	Technology	Group Non-Joint	Philadelphia	March	2
Center for Dairy Excellence	** Dairy Herd Manager	Agriculture	Group Non-Joint	Dauphin	April	2
FortyX80 Inc	Cyber Security Support Technician	Technology	Group Non-Joint	Allegheny	April	3
New Village Institute	Undercar Specialist (Alternate Title: Automotive Tech Specialist)	Other	Group Non-Joint	Indiana	May	4
PV Transport Inc	Truck Driver, Heavy	Transportation	Individual Non-Joint	Montgomery	June	2
O-I Plant #18 and #19	Machinist	Manufacturing	Individual Joint	Elk	June	2
Beaver Jack Tree Service	* Arborist	Agriculture	Individual Non-Joint	Allegheny	June	2

UPMC Presbyterian/Shadyside Corporate Services	Industrial Maintenance Repairer	Manufacturing	Individual Non-Joint	Allegheny	June	2
Pittsburgh Chapter NTMF	Machinist	Manufacturing	Group Non-Joint	Allegheny	June	2
Tech Impact	Help Desk Technician	Technology	Individual Non-Joint	Philadelphia	June	2
PA Area Health Education Center (AHEC)	Community Health Worker	Healthcare	Group Non-Joint	Dauphin	August	2
Congreso de Latinos Unidos	Peer Specialist	Other	Group Non-Joint	Philadelphia	October	2
CybXSecurity LLC	Cybersecurity Support Technician	Technology	Individual Non-Joint	Allegheny	October	2
Celerity Integrated Services	Line Installer/Repairer	Building Trades	Individual Non-Joint	Bucks	October	2
Philadelphia Alliance for Capital and Technologies (PACT)	* Application Developer	Technology	Group Non-Joint	Philadelphia	October	2
Atarashii	Cosmetologist	Other	Group Non-Joint	Out of State	October	1
Kinsley Steel Inc	Structural Steel Worker	Building Trades	Individual Non-Joint	York	October	1
ASHLIN Management Group	Certified Clinical Medical Assistant	Healthcare	Group Non-Joint	Out of State	November	2
ABC of Western PA	Heating & Air Conditioning Mechanic & Installer	Building Trades	Group Non-Joint	Allegheny	November	3
Montgomery County Community College	IT Generalist	Technology	Group Non-Joint	Montgomery	November	1
Cintas	* Fire Alarm Inspection Test and Maintenance Technician	Building Trades	Individual Non-Joint	Montgomery	December	1

(*) First in Pennsylvania

(**) First in the Nation

During Calendar Year 2023, the PATC voted to accept voluntary de-registrations for 9 programs. Voluntary de-registrations typically occurred due to a lack of apprentices and general program activity as identified during compliance reviews.

Pre-Apprenticeship Programs Registered in 2023

Pre-Apprenticeship Program Name	Date Approved	Industry/Sector	Occupation
Dairy Laborer	12/27/2023	Agriculture	Dairy Laborer
Medical Assistant	12/27/2023	Healthcare	Medical Assistant
IBEW Local 375 Pre-Apprenticeship Program	12/22/2023	Building Trades	Electrician
Electrical Occupations	11/21/2023	Building Trades	N/A
BAC Local 9 PA-Fayette CTI	11/21/2023	Building Trades	Stonemason
Industrial Skills for Manufacturing	11/18/2023	Manufacturing	Industrial Manufacturing Technician
Highly Qualified Teacher Aide	11/18/2023	Education	Highly Qualified Teacher Aide
Entry Level HVAC/R Fast Track	11/15/2023	Manufacturing	N/A
Industrial Welding Pre-Apprenticeship Program	11/8/2023	Manufacturing	Welder-Cutter-Fitter
Bridge to Success	11/1/2023	Building Trades	N/A
Plumbing, Pipefitters, and Steamfitters Pre-Apprenticeship	10/12/2023	Building Trades	Plumbers, Pipefitters, and Steamfitters
Introduction to Masonry	9/28/2023	Building Trades	N/A
Plumbing - Trades Pre-Apprenticeship Consortium of Bucks County	9/27/2023	Building Trades	Plumber
Carpentry - Trades Pre-Apprenticeship Consortium of Bucks County	9/27/2023	Building Trades	Carpenter
Electrical - Trades Pre-Apprenticeship Consortium of Bucks County	9/27/2023	Building Trades	Electrician
HVAC - Trades Pre-Apprenticeship Consortium of Bucks County	9/27/2023	Building Trades	HVAC Technician
Welding - Trades Pre-Apprenticeship Consortium of Bucks County	9/27/2023	Manufacturing	Welder
Women in Nontraditional Careers (WINC)	9/25/2023	Building Trades	N/A
Keystone Central School District Career & Technical Center	9/25/2023	Manufacturing	Industrial Manufacturing Technician
Building Trades Pre-Apprenticeship	9/20/2023	Building Trades	N/A
Building and Construction Trades	9/18/2023	Building Trades	N/A
Montco Manufacturing	9/18/2023	Manufacturing	N/A
We Love Philly	7/7/2023	Other	Digital Marketer
ICTC & JWFI	7/3/2023	Manufacturing	N/A
PACT Program - Welder	6/15/2023	Building Trades	N/A
Garage82 LLC	4/20/2023	Building Trades	Carpenter
Rosie's Girls	3/3/2023	Building Trades	N/A
Career Connections and Labor to Neighbor	3/1/2023	Building Trades	Carpentry
Dutch Manufacturing	1/11/2023	Manufacturing	Production Technician
Pathway 2 Build	1/4/2023	Building Trades	Construction Technology

Interesting Apprenticeship Statistics & Trends

- 38 new programs were presented to Council in 2023 and 32 were approved.
- The number of apprenticeship programs registered annually nearly doubled between 2022 and 2023, from 18 to 32.
- New apprentices registered grew 23% year-on-year, from 4,693 in 2022 to 5,766 in 2023.
- Based on data from the 2022 federal fiscal year report and compared to other states **in our region**, PA leads in the number of active apprentices, new apprentices, and apprenticeship completers¹.
- In 2023, Pennsylvania was 10th in the U.S. for completed apprenticeships and 11th for number of Registered Active Apprentices.
- The average journeyworker wage for the top 20 apprenticed occupations was \$26.96.
- The number of new sector apprenticeship programs is growing fast. For example, 8% of healthcare RAs, 26% of technology RAs, and 25% of agriculture RAs were registered over the past year alone.
- Apprentices in new sectors also grew rapidly over the past year. While the number of apprentices in the Building Trades and Manufacturing grew 21% and 30% respectively, the number of healthcare apprentices increased 86%, agricultural apprentices increased 120%, and education apprentices by an extraordinary 750%.
- The number of female apprentices also continues to grow, from 7.1% of all apprentices in 2022 to 10.4% in 2023. The 46% year-on-year increase was driven by the expansion of new sector apprenticeships.


¹ FY 2022/2023 Region 2 Completions Rates: Delaware 42.88%, DC 30.68%, Maryland 42.00%, PA 52.75%, Virginia 40.13%, W. Virginia 44.87%

Recommendations – Council Priorities Going Forward

The PATC will continue to work to support the expansion, modernization and diversification of apprenticeship by:

1. **Promoting the Registration of New Sector Apprenticeship Programs** – The PATC will continue to incorporate emerging best practices in evaluating and approving new sector programs.
2. **Promoting Diversity in Apprenticeship** – The PATC will continue to support and encourage programs to engage apprentices from diverse backgrounds.
3. **Supporting High Quality Apprenticeship Implementations** - The PATC will support the ATO in its new and renewed compliance efforts to ensure all PA registered apprenticeship programs remain high quality. The PATC has recognized an increase in the number of programs designed for entry-level careers. While this does not preclude these joint and non-joint programs from establishing a registered apprenticeship program, the purpose of apprenticeship, as PATC understands it, is to register programs that supply the apprentice with skills that are replicable for any employer in the field, portable to any geographic locale in the Commonwealth, and provide a long-term career with purpose.
4. **Emphasizing Safety** - The PATC will continue to stress the importance of safety to all applicants of registered apprenticeship programs. The Council has made it a point to ensure all programs presented before the Council must outline apprenticeship safety and continuity. The programs must discuss their safety protocol in their On-the-Job training plans and in their related technical instruction.
5. **Improving the Capacity of the PATC** – The PATC will continue to improve its capacity to speed the evaluation and approval of apprenticeship programs.
6. **Strengthening Strategic Partnerships** - The PATC will continue to build a strong relationship with the Office of Apprenticeship within Region 2 of the USDOL. Jim Foti (Region 2 Director), Donna Felder (Regional Deputy Director), Nicholas Burdick (Multi-State Navigator), and other Federal staff provide ongoing support to the PATC with their presence and consulting.
7. **Leveraging Data Collection and Reporting** – The PATC partners with the ATO to receive individual program performance reviews, industry, population and employment trends, and other information requests related to apprenticeship. This data, in conjunction with regular input from the ATO, will be used to keep the PATC up to date on both emerging trends and any noteworthy changes within existing/traditional apprenticeship areas.

Sincerely,



Lisa Godlewski, Chairperson
Pennsylvania Apprenticeship and Training Council