

**PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL**  
**January 13, 2022**

(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 9:03 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 Neill	X		Mike McGraw	X				

**Ex-Officio Members and Designees:**

Bureau of Career and Technical Education: Dr. Lee Burket, Director  
Office of Vocational Rehabilitation, PA Department of Labor and Industry: Jeffrey Seabury, Vocational Rehabilitation Specialist  
Unemployment Compensation Programs, PA Department of Labor and Industry: Susan Dickinson, Acting Deputy Secretary  
Workforce Development, PA Department of Labor and Industry: Sheila Ireland, Deputy Secretary

**Pennsylvania Department of Labor and Industry**

Tara Loew, Director, Apprenticeship & Training Office  
Peter Getzie, Assistant Chief Counsel, Office of Chief Counsel  
Katherine Jones, Assistant Counsel, Office of Chief Counsel  
Cristie DeWitt, Workforce Development Supervisor, Apprenticeship and Training Office  
Joseph Bass, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office  
Danielle Demirovic, Pre-Apprenticeship Manager, Apprenticeship and Training Office  
Sam Primak, Grants and Statistical Development Manager, Apprenticeship and Training Office  
Gina Meringer, Limited Term Clerk, Apprenticeship and Training Office  
James Chiarriero, KDP, Contractor for Apprenticeship and Training Office

**U.S. Department of Labor**

Ron Leonard, Deputy Regional Director, Office of Apprenticeship

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

Jon O'Brien made a motion to approve the December 9, 2021, minutes; seconded by Gregory Chambers, Motion approved unanimously.

**Public Comment:**

- None

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

- OVR held a meeting with a public comment for a state plan for the next few years. There will be a big emphasis

on apprenticeship, focusing on advance opportunity for persons with disabilities, advancing the knowledge of staff and increasing the number of apprenticeship navigators.

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

There is a low volume of claims for unemployment. Most of the time is dealing with a lot of fraud and identity theft that has been going on before the pandemic. January is the busiest season of the year for unemployment. People that file every year are having difficulties with the new system for unemployment.

- Barry Kindt asked if there are any changes in the software to make claims easier
- Susan Dickinson replied they will be working overtime to make the system more personalized to Pennsylvania. The system is created by a vendor, and they sell to all states. There is a long list to fix and improve.

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

- Coming out of the Labor and Industry Bureau of Workforce Development (BWDA) you will see round two of the school to work programs- They are applying 2.5 million dollars to the proposal; all the money will go to pre-apprenticeship. We will see more programs coming out around the clean energy and agriculture industries because they are looking to support those kinds of areas. At federal level there was a 90-day challenge for trucking on December 16,2021. There are 690,000 vacancies for truck drivers. The minimum age will be lowered. She gave credit to 1199C for being awarded the National Intermediary Award for apprenticeship. January 26<sup>th</sup> the ACA meeting will be open to the public. The meeting for Eastern Seaboard Apprenticeship Council meeting is in Atlantic City this year May 16<sup>th</sup> though May 20<sup>th</sup>.

**Report: U.S. Department of Labor, Office of Apprenticeship (Ron Leonard, Deputy Regional Director, or designee)**

- Stated that what Deputy Secretary stated is on apprenticeship.gov. Soon you will be able to see what grants are available on the website.
- Gregory Chambers stated that some people have not gotten the new login for RAPIDS.

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

a) L&L Construction Inc. – Ironworker 1<sup>st</sup> Review

- Shane Hess gave an overview of the company; it is based out of Southeastern Pennsylvania. The company was opened in 1974 by Larry Schreier and is family owned. They solely work on steel erectors. Currently, it is hard for the company to get good help that is why they want to start an apprenticeship. They want to encourage young people to join in on the occupation. He plans on going to trade school and other places to recruit. His company will provide the training and they are NCCER certified trained. NCCER Steel Erectors Association of America is going to help with the schooling.
- Sponsor and council discussed program
- **William McGee made a motion to table the program until next month and present as an initial review again; motion was seconded by Jon O’Brien; Mike McGraw and Barry Kindt was opposed; no abstention**

b) Patch Management – Spray Injection Patch Truck Operator – 1<sup>st</sup> Review

- Richard Shaw is the general manager; Patch Management is a spray injection patch hole company and they have been in business since 1995. They have government and private customers up and down the east coast. Before working for Patch, he worked for the New Jersey Department of Transportation for 35 years. He wants to bring Patch in compliance with the modern era, and all the rules and regulations that are out there. He wants to start an apprenticeship since it is required by law in many states. Starting an apprenticeship will help bring better candidates to the company and then they will be able to pay them more. What he liked with New Jersey is one person could patch a hole in the road inside of a truck with a

joystick. He stated that with this program, it will teach them how to keep the truck running and repair/patch holes on the roads. They are a mobile operation and when they work with the government the company completes the work and the government provides the safety. They will be able to bid on prevailing wages and will be able to pay the workers more.

- Sponsor and council discussed program
- **Timothy Griffin made a motion to immediately reject this program; motion was seconded by Robert Bair.**
  - **Chairperson Lisa Godlewski called the vote because the motion has been seconded; motion carried by majority; Barry Kindt opposed; Cheryl Feldman abstention. The program is rejected.**

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

- a) Plastek Group – Maintenance Machine Technician – 4<sup>th</sup> Review
- Kyle Hardner went over all the changes that were requested by council.
  - Sponsor and council discussed program
  - Page 37 section 8 sponsor will review the sentences in the selection procedures some of the sentences have been lined through that are not applicable to this program and need to be further modified to include the selection process that is pertaining to his program, and the evaluation
    - **Timothy Griffin made a motion to table the program until next meeting to give the program time to make the changes; motion was seconded by Barry Kindt; motion carried unanimously by majority; no abstention.**

#### **Old Business**

- Nothing to Report

#### **New Business**

- Cheryl Feldman said the boiler plate language is an issue. Should the sponsor delete or replace the boiler plate language?
  - Director Tara Loew replied that the paperwork will be updated heavily in Appendix C and D. All templates will be updated by the list that she has from council, but this is done quarterly or semiannually so the forms would not reflect the changes yet.
    - The direction from council at last meeting was to strike out language not needed until the paperwork updates are made
  - Cheryl Feldman stated that the sponsor may not understand or may not know that they may need to adjust the boiler plate language. Part of the ATO staff’s job will need to be going over the boiler plate language with the sponsor.
  - Cristie DeWitt replied that after last council meeting the staff has gone over the forms but changed the appendix C and D because they are the only forms that can be changed.
  - Timothy Griffin stated the sponsor is free to submit their own form of standards. He believes the best way would be to give the sponsor an example.
- Cheryl Feldman stated she is not satisfied with what the sponsors have been writing in the standards. The sponsors are not writing enough in the eligible requirements. She would like the requirements filled out better.
- Gregory Chambers said that maybe council is bogging down the meeting on programs by relying on the appendixes that don’t apply when there are less than five apprentices.
- Timothy Griffin wants to know how the council feels about the RTI provider letters. He feels that the council may be putting a burden on the sponsor when the training is OSHA related.
  - Council agreed with Timothy Griffin that they do not need the RTI provider letter for OSHA.
- Timothy Griffin wants to know why the Apprenticeship and Training Office is now requiring sponsors to submit an employer acceptance agreement for individual joint program. The letter can contradict the CBA that is already a part of the standards for the sponsors and could contradict federal guideline standards. Timothy Griffin stated that his legal counsel mentioned that it is inappropriate for the letter

and could be potentially illegal.

- Director Tara Loew believes there may be some confusion. To her knowledge that is not required nor has staff communicated that it is a requirement but instead a recommendation. The Apprenticeship and Training Office puts in time verifying that correct information is entered in the RAPIDS system. A lot of changes are coming from the federal government and not from the Apprenticeship and Training Office staff.
- Timothy Griffin wanted to clarify that the Apprenticeship and Training Office is not requiring a program to submit an employer acceptance agreement.
- Director Tara Loew replied the staff is not requiring the agreement except in the case of group joint and thinks there may be a miscommunication. She would like to have clarity.
- Timothy Griffin stated he has gotten several calls about the employer acceptance agreement letters. He asked why do they have to submit an employer acceptance agreement now? He stated that the guidance was coming out of the Apprenticeship and Training Office to program sponsors.
- Director Tara Loew stated that if the letters are not required then the Apprenticeship and Training Office would not be asking for them. The sponsor can reach directly out to her if they would like to do so.
- Peter Getzie said they will investigate the matter and get back to council next month.
- Timothy Griffin wants to know why there are 2 programs on hold because they can't get their national standard renewed. They need to submit new standards on the PA documents. He wants to clarify that is not accurate and not the position of the council
  - Director Tara Loew stated that they are waiting for the fed's guidance as there are several ways we could move forward: simply approving national standards, requiring transcription to all PA paperwork, or having some sort of addendum to sign. They are in a holding pattern because she wants to make sure that they are doing things correctly. She is getting advice from council, feds, and other states directors on how to move forward.
  - Timothy Griffin wants to know what is preventing the sponsor from updating their standards as they have always done. He thinks it is fine for Director Tara Loew to do research but does not think it is fair that research is holding up the program.
  - Director Tara Loew wants to make sure things are not done the way they were always done just because, as we know things were not always done correctly. In the past, the ATO did not have the capacity to do the check and balances needed to make sure the program standards were updated correctly. She wants to do the research, have facts behind the decision, and ensure we are doing things correctly moving forward.
  - Timothy Griffin stated he is not sure what the holdup is; the program is trying to update the EOC language.
  - Director Tara Loew stated that they are doing their job. They are trying to make sure they are doing everything correctly.
  - Peter Getzie stated it is a work in progress right now.
- Gregory Chambers stated that the employers record keeping is not good, the employers must update the sponsor.
  - Cristie DeWitt stated that is why they have the RAPIDS system. Sponsors can put all the records into the system.

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

- The ATO staff works with the sponsor by going over the packets to submit to council. All the pending actions that are in the RAPIDS system are approved by the Apprenticeship Training Representatives they must verify that each pending action is correct, this could be hundreds daily. The ATR's do work with the sponsors on the RAPIDS system. These levels of checks and balances have never happened before again mostly due to lack of staffing within the office
- Updates on the Programs Approved with administrative changes

- DOC-Corrections Officer- Approved - 12/30/2021
- Sigma-Junior Game Developer - Approved 12/17/2021
- NWPA-Mold Design-Approved - 12/10/2021
- Westinghouse - Pending Corrections
  - Cristie DeWitt stated the sponsor was out due to personnel issues. She did send the corrections to Cristie DeWitt. She did not have a chance to review the corrections yet.
- The council appointment/expiration data spreadsheet will have everything listed about council and will be sent out as soon as the information is received. Council is appointed by the governor's office and applications can be submitted to her to be sent to the governor's office. The governor's office will provide the appointment dates for council.
  - Thank you letters for past council members were sent out
- Update on fully virtual programs
  - Last meeting council asked for Director Tara Loew to reach out to other states to find out how many virtual programs there are. She reached out to 5 state region directors. She stated that Ron Leonard and Jim Foti stated there are not a lot of programs that are fully virtual, OJT and RTI. There are a lot of RTI providers that are going virtual since COVID hit. She believes that council may see more of these fully virtual programs because of the rise in non-traditional occupations and the nature of many tech jobs being fully virtual. This would definitely not be the right fit for certain occupations
- Director Tara Loew stated her office will be applying for the USDOL Apprenticeship Building America (ABA) grant program. The ABA grant program supports a coordinated, national investment strategy that aims to strengthen and modernize the RAP system centered on equity and promote registered apprenticeship as a workforce development solution. The grant program builds on the Department's previous and ongoing efforts to expand and modernize registered apprenticeship through expanding the number of programs and apprentices, diversifying the industries that utilize registered apprenticeship, and increasing access to and completion of Registered Apprenticeship Programs (RAP) for underrepresented populations and underserved communities. There is limited information on the grant, but the grant should be posted February 7<sup>th</sup> and applications are due by May 10<sup>th</sup>.
- Director Loew shared the Purpose and Mission of The Advisory Committee on Apprenticeship (ACA) since it will most likely be driving much of the direction of registered apprenticeship on the national level, stating it provides advice and recommendations to the USDOL Secretary of Labor on ways to better utilize the apprenticeship training model in order to provide equitable career pathways that advance the dignity of work for everyone, and emphasizes three strategic areas: The expansion, modernization, and diversification of the national apprenticeship model; The expansion of apprenticeships into new industries and sectors including, but not limited to, cybersecurity, clean energy, advanced manufacturing, information technology, and healthcare; and Equitable access for all workers to participate and succeed in the National Apprenticeship System. The ACA is composed of approximately 30 members with balanced representation of employers, labor organizations, and members of the public.
  - <https://www.apprenticeship.gov/advisory-committee-apprenticeship>
- Timothy Griffin asked if the program that was approved a year ago did not have apprentices start with in the year, is the notification process being started. He stated that an apprentice must be registered with in the first year. He asked are they being deregistered.
  - Director Tara Loew replied they are reaching out to the program. The Apprenticeship and Training Office will come back to council with recommendations. Full compliance reviews are not set to take place until the Compliance staff is in place.
  - Timothy Griffin replied that they must be deregistered if they are not in compliance.
  - Peter Getzie replied they look at the state regulations and look at the federal regulations for guidance. He stated that they are not bound by the federal regulations.
  - Timothy Griffin replied to Peter Getzie that his understanding is that the state regulations do not layer on top of the federal regulations.

- Peter Getzie replied to Timothy Griffin the powers of the council come from the state regulations.
- Timothy Griffin replied he is still confused he thought that the state gives the authority to appoint a council. He stated regulations must comply with the federal regulations.
- Peter Getzie notated that this may not need to be discussed in an open meeting. He stated that would be legal advice for council.
- Timothy Griffin asked what is going to happen to programs that are not in compliance. He stated as they come across programs that are not in compliance, council should have a plan in place.
- Director Tara Loew replied that regulations state a notice of non-compliance must be sent out. The program would have 30 days to bring the program back in compliance or would need to bring the program to council. We however were not going to enact these processes until having the compliance team in place but can make a recommendation in the future
- Timothy Griffin requested to discuss the program in question at the next council meeting.
- William McGee asked Director Tara Loew when the compliance team would be up and running and how many is being hired?
- Director Tara Loew replied that they will be hiring 2 compliance review representatives covering the east and west of the state. She stated that they will complete a review once a program reaches 1 year then the compliance personnel will complete a review every 5 years.

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

- Lisa Godlewski asked if council wanted to have a special council meeting or a closed executive session to discuss the apprenticeable occupation.
- Peter Getzie replied he would need to check on how to proceed on the meeting because there may be some legal advice.

**Adjournment**

- Motion to adjourn by Gregory Chambers; seconded by Robert Bair. Meeting adjourned at 12:30 pm.

**Executive Session**

- Executive session was not called to order.

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 9:00 a.m. February 10, 2022. Virtual meeting information is found on the reoccurring invite.