

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL

May 19, 2022

(VIRTUAL MEETING VIA MICROSOFT TEAMS)

9:00 AM

Chairperson Lisa Godlewski called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 9:01 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:

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
Katherine Jones, Assistant Counsel, Office of Chief Counsel
Cristie DeWitt, Workforce Development Supervisor, Apprenticeship and Training Office
Joe Bass, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office
Drew Grasso, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office
Christina Miller, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office
Bryan Nilsson, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office
William Miner, East Special Project Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office
Jared Young, Statewide Special Project 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
Nukea Finley, Clerical Assistant 2, Apprenticeship and Training Office
Gina Meringer, Clerical Assistant 2, Apprenticeship and Training Office
James Chiarriaro, KDP, Contractor for Apprenticeship and Training Office
Laila Keadan, Limited Term Clerk, Apprenticeship and Training Office

Approval of March 10th, 2022, Meeting Minutes:

- Motion to approve March 10th, minutes as submitted by Mike McGraw; was seconded by William McGee. 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)

- Jeffrey Seabury gave an update on the Office of Vocational Rehabilitation. They participated in the the PA Workforce Development Association conference that was held in Hershey, PA. They did a co presentation with Keystone Development Partnership on apprenticeship. A member of his staff is going to be in the next cohort with the apprenticeship navigator program. He stated that he is engaging with the Apprenticeship and Training Office and will be providing language material for their one pagers.

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

- They are experiencing a record of low unemployment claims. During the last week of April 2022, they received 8,500 new unemployment claims. She compared the numbers from the first week of January 2022, they received 21,000 claims, the last week of March 2020, they received 270,000 claims. She voiced that she is still concerned that there are still fraud issues. Her office is still working to fight fraud with their vender, IT security and law enforcement. They received a grant to assist individuals in person at the CareerLinks, this federal grant is called the equity grant. The grant is to address any individuals that have barriers with technology, language, or any other type of barriers. They will be using this grant to put staff in the CareerLinks Mondays and Tuesdays by appointment only.

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

- Deputy Secretary Sheila Ireland touched base on the Infrastructure Bill. She stated that they are starting to meet and talk about what is required from a retraining, reskilling, and education workforce perspective to accommodate what is coming to Pennsylvania. Pennsylvania will receive around 18 billion dollars in grants and the Commonwealth will match what is received to make a total of 33 billion dollars over the next five years. They have been doing some work around the bill to understand what jobs can be created in Pennsylvania. They are predicting around 62,000 of new apprenticeships over the next five years within the state, those categories are specifically 26,000 electricians, 18,000 plumbers, pipefitters, and steamfitters, 9,000 telecommunication and equipment installers, 4,000 wastewater treatment and plant operators, 4,000 architecture and civil drafters. It is required to have 90,000 apprenticeships over the next five years. She suggested to council that they prepare for Pennsylvania's expectations. The Infrastructure Investment and Job Act Bill calls out the apprenticeship pilot for drivers and which they are looking at approximately 150,000 new drivers required in Pennsylvania.

Initial "Review of Standards of Apprenticeship" and trade/occupation additions

- a) L&L Construction Inc., Ironworker, 1st Review-Individual, Non-Joint
 - Shane Hess gave an overview of the company; it is based out of Southeastern Pennsylvania. The company opened in 1974 by Larry Schreier and is family owned. They work out of other states including New Jersey, Delaware, and Maryland but most of their work is in Pennsylvania. New Jersey has a requirement for any public works that they must have an apprenticeship program, which is why they wanted to start their own apprenticeship program. He stated that he went through the National Center for Construction Education and Research (NCCER) training though Steel Erectors Association of America.
 - Sponsor and council discussed the program

- Summary of changes council suggested to sponsor
 - Page 12 section E should state whether the apprentice should have a valid driver's license and/or reliable transportation
 - Page 12 section D update the third-party validation for the aptitude test otherwise, or change the test to say it is not validated
 - Page 19 should state 478 total hours
 - Page 19 specify qualifications of the 28-journey workers
 - Page 30 change typo to time base
 - Clarify what portion of the training is online and in person
 - Sponsor should list the definition of a journey worker
- Barry Kindt made a motion to move the program to the next council meeting; motion was seconded by Greg Chambers. Motion was carried unanimously by council; no abstained

One Year Program Audit Results

- Director Tara Loew gave a brief overview pertaining to the one-year program audit results. She stated that there wouldn't be any reason to act on any of the information provided. The only time council would need to act is when a program needs to be deregistered due to violations of equal opportunity or reasonable cause. She stated that this is an interim process until, the Apprenticeship and Training Office hires their compliance team. Programs will have a provisional review one year after registration then every five years they will go through a compliance review. Director Tara Loew stated that the processes will inevitably change and evolve, it is up to the council on how they would want to see the audit results and how it works with the law, Act, regulations, and the Sunshine Act. Chairperson Lisa Godlewski mentioned that there will be training in either June or July of 2022 on various board processes. This training will help council on what needs to be on the agenda and what does not. Please see below of the seven registered apprenticeship program results
 - a) Beyer Studio, Stained Glass Craftsperson, Individual, Non-Joint, approved on March 11th, 2021: Continue with Permanent Registration
 - b) Warhold Mechanicals, Plumber, Individual, Non-Joint, Approved on March 11th, 2021: Continue with Permanent Registration
 - c) GlaxoSmithKline, Logistic Associate- Material Coordinator, Individual, Non-Joint, Approved on March 11th, 2021: Continue with Permanent Registration
 - i. Sponsor has not enrolled their first apprentice in this occupation. after following up with the sponsor, they indicated they will be enrolling their first apprentice by August.
 - d) Hamilton Health Center, Certified Clinical Medical Assistant, Individual, Non-Joint, Approved on April 8th, 2021: Continue with Permanent Registration
 - e) Unlimited Technologies, Security Systems Services, Individual, Non-Joint, Approved on April 8th, 2021: Continue with Permanent Registration
 - i. Sponsor has not enrolled their first apprentice in this occupation. Sponsor indicated that there have been many changes in the company since registration. They have been acquiring smaller business to fold into organization, might need to move towards a group structure. ATR continues to work with sponsor through changes.
 - f) TalentGro, Cook, Group, Non-Joint, Approved April 8th, 2021: Continue as Provisional
 - i. Sponsor has not enrolled their first apprentice in this occupation. Sponsor replied stating they would like to continue program but are having trouble maintain staff in another position within company which they are focusing on. ATR to connect them to

CareerLink and Workforce Development Boards. This sponsor is working through some additional compliance issues with administration and maintenance on other previously approved occupations.

- g) German American Chamber of Commerce, CAD/CAM Technical Designer, Group, Non-Joint, Approved on April 8th, 2021: Continue with Permanent Registration

Old Business

- a) Update on programs approved with administrative changes
 - i. Universal Academy, Electrician – Group, Non-Joint – Approved on March 14th, 2022
 - o The program made the administrative changes that were requested by council and was officially finalized

New Business

- No New Business

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

- Director Tara Loew started her report off with the updates of the 4 new Apprenticeship and Training Office staff members. The Apprenticeship and Training Representatives have finished up their first 3 months of training. She introduced Laila Keadan a temporary clerk who will be assisting with administrative projects.
- Announced the most recent PA Smart growing registered and pre-apprenticeship awards were announced totaling more than 11 million dollars for 26 different initiatives. Each of Pennsylvania 's 67 counties will be served by one or more of the funded programs. 1 million dollars was awarded to Build and expand 6 ambassador networks designed to support apprenticeship and pre-apprenticeships. Those grants were awarded to Keystone Development Partnership, Philadelphia Works on the behalf of Apprenticeship PHL, Thomas P. Miller and Associates, Northern Tier Regional Planning and Development Commission, Pennsylvania Apprenticeship Coordinators Association and Luzerne/Schuylkill Workforce Development Board (WDB)
 - o Please see the press release link below: <https://www.governor.pa.gov/newsroom/gov-wolf-announces-11-million-in-workforce-development-funding-for-pasmart-apprenticeship-programs/>
- The Apprenticeship and Training Office is in the process evaluating the potential grantees for the 1.5 million dollars extension grant. This grant is for Pennsylvania apprenticeship programs to develop diverse talent pipelines and reach underrepresented populations within the building trades. This funding was intended for and allocated for support efforts to prepare for the Infrastructure Bill
- At the end of April, we launched the three-part Driving Equity in your Registered Apprenticeship workshop series. This was developed through a partnership with Jobs for the Future National (JFF) Innovation Hub for Diversity, Equity and Inclusion in Registered Apprenticeship, Chicago Women in the Trades and Donna Lenhoff Associates. The series was designed to assist and prepare apprenticeship and pre-apprenticeship program sponsors, for the upcoming PA Smart Grant opportunities by building their understanding and capacity around equity inclusion work.
- Director Tara Loew mentioned the intent to announce in mid-May the availability of close to 6 million dollars for the next round of PA Smart. She recommends that if any program, intermediary, and/or union looking to apply for this next round of funding and/or looking to make enhancements to their programs takes advantage of the workshop series opportunities and resources.

- The Apprenticeship and Training Office applied for the Apprenticeship Building America Grant through the US Department of Labor. The goal of this proposal is to accelerate the Apprenticeship and Training Office efforts to focus on apprenticeship within the Commonwealth's workforce system. Also, to accelerate the Career & Technology Centers to lead pre-apprenticeship to registered apprenticeship career pathways.
- She stated a memo was sent out on April 29th to all the registered apprenticeship program sponsors highlighting changes that they have seen or will be seeing. The memo advised the sponsors how to maintain their program and RAIDS account.
- Director Tara Loew did attend the Advisory Committee on Apprenticeship (ACA) meeting and she encourages the council to attend the meetings

Report: Council Chairperson (Lisa Godlewski)

- No report

Adjournment

- Chairperson Lisa Godlewski closed the council meeting at 10:57 am. Council members were asked to immediately sign into the alternate meeting link for Executive Session.

Executive Session

- The board training pertaining to the Sunshine Act session took place following the council meeting

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 9:00 a.m. June 16th, 2022. Virtual meeting information is found on the reoccurring invite.