

**PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL**

**August 18, 2022**

(VIRTUAL MEETING VIA MICROSOFT TEAMS)

9:00 AM

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Council Member Gregory Chambers 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:**

| <b>Employee Members</b> | <b>Present</b> | <b>Absent</b> | <b>Employer Members</b> | <b>Present</b> | <b>Absent</b> | <b>Public Members</b> | <b>Present</b> | <b>Absent</b> |
|-------------------------|----------------|---------------|-------------------------|----------------|---------------|-----------------------|----------------|---------------|
| 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  
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  
Joe Bass, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office  
Drew Grasso, 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 Chiarichiaro, KDP, Contractor for Apprenticeship and Training Office  
Laila Keadan, Limited Term Clerk, Apprenticeship and Training Office

**Approval of July 14<sup>th</sup> Meeting Minutes:**

- Motion to approve the July 14<sup>th</sup> minutes as submitted by Barry Kindt; was seconded by Jon O'Brien. Motion approved unanimously

**Public Comment:**

- No Public Comments

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

- Jeffrey Seabury started off by announcing that October is the National Disability Employment Awareness Month. In the Office of Vocational Rehabilitation, he stated that they are planning in their district offices across the state to highlight the events. He hopes that some of the events will highlight around apprenticeship, and he will keep the committee informed on the upcoming events

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

- Susan Dickinson stated that they are still seeing record lows on unemployment as the claim numbers are still low as of last week with 6,700 claims. She stated that her office is still helping individuals when they are laid off to help them understand the system. The system is helping them with the numbers so that they can work on the backlog of frauds

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

- Deputy Sheila Ireland announced that she will be leaving the Commonwealth starting September 2<sup>nd</sup>. She will be taking on a leadership role in a historic non-profit in Philadelphia, Pennsylvania

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

- a) L&L Construction Inc., Ironworker, 4<sup>th</sup> Review - Individual, Non-Joint
- Kim Trustee with L&L Construction Inc. gave a brief overview of their program
  - A discussion took place between the council and sponsor
  - Barry Kindt made a motion to approve the program as it has been corrected; motion was seconded by Mike McGraw
    - Roll Call taken by Cristie DeWitt
      - Opposed By Jon O’Brien and Mike Neill
      - Approved by Barry Kindt, Mike McGraw, Lisa Williams, and Cheryl Feldman
    - The motion did carry, and the program was approved

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

- a) University of Pittsburgh – School of Dental Medicine, Dental Assistant, 1<sup>st</sup> Review, Individual, Non-Joint
- Jim Earle the Executive Dean with the School of Dental Medicine at the University of Pittsburgh and Kelly Wagner a faculty member gave an overview of their program. With hoping to get the occupation of a dental assistant approved, this would include assisting dentists with procedures, preparing patients for treatments, performs x-rays, preliminary impressions, sterilize instruments, disinfect treatment areas, and maintain the patient’s records. He stated that it has been noted nationwide and that there is a shortage of dental assistants. They were awarded a grant from the state so that they can set up a earn as you learn program that will allow dental assistants to train at their school and removes the barrier of having them pay tuition. He stated that their school has been operating for over 125 years. They currently have 25 dental assistants on hand for training
  - A discussion took place between the council and sponsor
  - Summary of Changes council suggested to sponsor
    - Update the wage scale to the current market rate
    - Update the RTI instructional plan and timeline
    - Add more details in methods for evaluating student’s progress
    - Update the cost of scrubs, transportation, and medical clearances
    - To include the Hepatitis B shots
    - In the emergency medical section to include first aid
    - To include a lockout tagout course
    - Outline the test skills, and offer remediation though out the packet
  - Cheryl Feldman made a motion for the sponsor to make the changes that were suggested by council; motion was seconded by Barry Kindt. Motion carried unanimously
- b) Duquesne Light Company, Overhead Lineworker, 1<sup>st</sup> Reviews, Individual, Joint
- James Westfall with Duquesne Light Company gave an overview of their program. He stated that they give a supply of energy for over 600,000 customers in Allegheny and Beaver counties. They have been training lineworkers to install powerlines for over 40 years. They have been in partnership with IBEW local 29 in which they have been training in their classroom training facility. Currently in their classrooms they have nine full time IBEW 29 trainers and 3 full time Duquesne supervisors. Their goal is to offer skilled training to meet todays needs and allows for future growth. This program is a competency-based program
  - A discussion took place between the council and sponsor
  - Barry Kindt made a motion to approve the program as presented; was seconded by Mike McGraw. Motion carried unanimously

### **Modification Approvals**

- Director Tara Loew stated that there were no modifications at this time, but her office does foresee modifications in the future. She stated that she wanted to get in the process of putting programs needing modifications on the agenda

### **Voluntary Deregistration**

- a) (Che) Chester Residential Wiremen JAC (LU654) – Residential Wireman – Letter of Request May 9<sup>th</sup>, 2022. Reason: Focus is more on Commercial/Industrial training and no anticipation to resume the Residential program
  - b) George J Haden Inc. DBA Hayden Power Group – Telecommunications Technician – Letter of Request July 5<sup>th</sup>, 2022. Reason: No longer engages in Telecommunication work and therefore no longer has the need to train individuals in this occupation
  - c) Amazon.com services – Mechatronics Technician – Letter of request August 9<sup>th</sup>, 2022. Reason: Using a third-party facilitator through a federal program
- Director Tara Loew stated that a sponsor can choose to deregister their program if they are no longer interested in implementing their program. If the sponsor decides to voluntarily deregister the program, the sponsor must notify the Council of its request to cancel in writing. Council will then respond in writing, notifying the sponsor of the effective date of the deregistration. Within 15 working days the sponsor must notify apprentices of the cancellation, its effective date, and that their individual registrations are automatically cancelled. Council must vote on approving the cancellation and indicate the effective date. An Apprenticeship and Training Representative will then follow up with the program via email notifying the sponsor of the effective date of the deregistration. The sponsor must then notify the apprentices of the cancellation, its effective date and that their individual registrations are automatically canceled within 15 working days
  - Director Tara Loew proposed to council to vote on approving the voluntary deregistrations of the programs and to also select an effective date. She suggested to use the date of August 18, 2022 (date of council meeting)
  - Jon O'Brien made a motion effective as of August 18<sup>th</sup>, 2022, to deregister the programs listed; was seconded by Lisa Williams. Motion carried unanimously

### **One Year Program Audit Results**

- a) US Axle Inc and UAW 644 JATC, Industrial Maintenance Technician, Individual Joint, approved on July 8<sup>th</sup>, 2021: Final Recommendation Continue as Permanent Registration
- b) FoxyX80, Software Analyst (IT), Group Non-Joint, Approved July 8<sup>th</sup>, 2021: Recommendation Continue as Permanent Registration
- c) Urban Technology, Marketing and Advertising Specialist, Group Non-Joint, approved on July 15<sup>th</sup>, 2021: Final Recommendation Continue as Permanent Registration

### **Old Business**

- Nothing to report

### **New Business**

- Jim Foti the Regional Director with the U. S. Department of Labor stated that it was the 85<sup>th</sup> anniversary of The National Apprenticeship Act. There will be a series of events over the course of the year to celebrate. On their website you will see good things about The Apprenticeship USA Brand, and he mentioned that they have done a lot of work such as refreshed the industry fact sheet and lots more. He stated that the Philadelphia Works received a generational grant of 22.9 million and the Inflation Reduction Act just passed that current week. There are a lot of apprenticeship requirements in the new energy occupations. They currently have a cyber security apprenticeship sprint going on through National Apprenticeship week

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

- Director Tara Loew started her report off by giving her staffing updates for the Apprenticeship and Training Office
  - The two Compliance Apprenticeship and Training Representatives, one additional Statewide Apprenticeship and Training Representative, and one Job Seeker Liaison postings have been closed
  - The two Data Entry Specialist positions are going to be posted externally
- The Apprenticeship and Training Office has successfully achieved their United States Department of Labor Apprenticeship State Expansion (ASE) Grant deliverable of expending \$1.2 million dollars in reimbursements to 27 registered apprenticeship programs in mostly non-traditional industries. We incentivized through on the job training or related technical instruction reimbursement for 813 apprentices concentrating on populations that are traditionally underserved in

apprenticeship. 25 percent of those individuals were females of color and 55 percent were people of color. The Apprenticeship and Training Office also registered 88 new registered apprenticeship programs over the course of the grant in the non-traditional industries. She wanted to thank their contracted provider Keystone Development Partnership in which she brought in a contractor, James Chiarchiaro who ran the grant as the grant coordinator

- She stated that the ATO has done a lot around the veteran population in effort to continue to make progress creating and enhancing knowledge products. They have worked with the Department of Veterans Affairs, Bureau of Workforce Partnership and Operations, Department of Education, and the Governor’s Advisory Council on Veterans Services to ensure that their material includes information on the GI Bill and the importance of serving our veterans through registered apprenticeship. As a result, additions were made to the ATO funding for Apprenticeships Quick Guide, Registering an Apprenticeship Program in PA Guide for Sponsors and Employers. In addition, they created a completely new tool entitled the Apprenticeship for Veterans Quick Guide. That guide is targeted towards veteran jobseekers exploring the possibility of registered apprenticeship and explains the benefits of the model as well as how the GI Bill can support them through the model. What she has found was that veteran clients were not aware that the GI Bill could support them through registered apprenticeship.
- She stated that her office will have a lot more to share in the upcoming months around National Apprenticeship Week. She expressed that National Apprenticeship Week is about celebrating the sponsors and their programs, and they will be looking to highlight events going on at different sponsors and locations

**Report: Council Member (Gregory Chambers)**

- Gregory Chambers wanted thank council for being kind and allowing him to fill the shoes of Chairperson Lisa Godlewski and Council Member Timothy Griffin

**Adjournment**

- Motion to adjourn meeting by Mike McGraw; was seconded by Cheryl Feldman. Approved unanimously. Meeting adjourned 10:28 at am.

**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. September 8<sup>th</sup>, 2022. Virtual meeting information is found on the reoccurring invite.