

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL
November 18, 2021

(VIRTUAL MEETING VIA MICROSOFT TEAMS)

9:00 AM

Chairperson Lisa Godlewski called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 9:00 a.m.

PA Apprenticeship and Training Council Members in Attendance:

Employee Members

Timothy Griffin
Robert Bair
William McGee
Mike Neill

Employer Members

Lisa Godlewski
Barry Kindt
Jon O'Brien
Mike McGraw

Public Members

Lisa Williams
Gregory Chambers
Cheryl Feldman

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
Joe Bass, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office
Danielle Demirovic, Pre-Apprenticeship Manager, Apprenticeship and Training Office
Samuel Primak, Grants and Statistical Development Manager, Apprenticeship and Training Office
Nukea Finley, Clerk2, Apprenticeship and Training Office
Gina Meringer, Limited Term Clerk, Apprenticeship and Training Office
James Chiarchiaro, KDP, Contractor for Apprenticeship and Training Office

U.S. Department of Labor

Ron Leonard, Deputy Regional Director, Office of Apprenticeship

Public Comment:

- Michael Simmonds advised he was against the approval of Haverfield International's application. He believes that the program would benefit the company not the apprentices. He stated he believes the place is a profit center
- Steven Kuncelman a line worker believes that it would be harmful for Pennsylvanians to approve the application of Haverfield International. He believes that any program geared around a helicopter would not make a journey worker line worker.
- Steve Lutz stated he is with The Local 126 and has 20 years in the safety and training working with Neat Organization. He stated that the Haverfield Internationals application has deluded the journey lineman occupation and would not like the application be approved. He believes the classification is wrong on the application
- Christopher Smitley works with the IBW 126 for 24 years as a lineman. He stated that Haverfield Internationals is the only company that uses helicopters to do the work and does not see the value in the apprenticeship.
- Ed Houmas is a journey lineman from Local 126 he believes that if Haverfield Internationals application is approved the

apprentices would not teach them about electricity and how to protect their selves from being injured

- Tom Nagel Local 1319 has been a journeyman lineman for 35 years he believes that a journeyman line worker is a good apprenticeship. He stated The Neat Organization is the best program out there. He thinks having a helicopter apprenticeship program is not where we want to be in this world, therefor he is against Haverfield International

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

- Stated that The Unemployment Office is working through the fraudulent activity that affects America and the claim numbers are down.
 - Barry Kindt stated that the UC system that is used is a big hassle because of the blocking between questions. So, people don't have to go to the paper application. That would reduce the number of delicate applications.
 - Deputy Secretary Susan Dickinson stated that the system is not designed by the office, the system will be going through upgrades over the next few years

"Approval of Standards of Apprenticeship" and trade/occupation additions- Secondary or more review

- a) Department of Corrections, Corrections Officer (trade addition)
- Jennifer Wallitsch the associate director of the training services for the Pennsylvania Department of Corrections, stated that the program has a high retention rate with the apprentices. The program is detailed classroom training, hands on learning, with support and oversight. Once the apprentice has completed, the apprentice receives an above average compensation with guaranteed raises that they can transfer to local policing or can be a constable. They would like to shorten the apprenticeship program from two years to one year. She stated that she is not sure why the program was built as a two-year program due to the staff no longer there. After the first year there is no additional training except for the rigorous training that is completed yearly by all staff. She stated that the council asked her to make changes and she did so and highlighted the changes in the packet.
 - Greg Chambers asked how they are going to present an apprentice that completed in one year equally to the apprentices that completed in two years
 - Jennifer Wallitsch replied and said the program has always been a one-year program so there was no change to the program. Both one year and two-year apprentices have the same amount of training
 - Cheryl Feldman asked if the journey worker wage took two years to earn
 - Jennifer Wallitsch replied and said that the wage would still be the same for the corrections office after one year, but would still be called an apprentice because the program is listed as a two year
 - Robert Bair asked after the trade addition are you removing the program
 - Jennifer Wallitsch stated that once the trade addition is approved then yes, the two-year program will be removed
 - Director Tara Loew stated the reason this was presented as a trade addition is because there are apprentices currently in the program. They did not want to cancel the program. Once the program is approved the apprentices could be moved over to the new addition.
 - Robert Bair stated this would be a modification of the standards
 - Cheryl Feldman asked about the union
 - Jennifer Wallitsch stated the union is in support of the change. They did not realize the apprenticeship was listed as a two-year program
 - Timothy Griffin stated that the entry items do not match pages 11. It requires the age of 18 and a civil service exam. Page 83 lists 21 years of age, PA resident, civil service exam, physical and background check
 - Jennifer Wallitsch stated page 83 is correct and page 11 is not but that can be corrected
 - Timothy Griffin stated that page 19 the RTI is 200 hours for on-the-job training and page 20 list the RTI at 167 hours
 - Jennifer Wallitsch stated the 200 hours is what the American Corrections Association go by, and the classroom hours is 167 hours. She stated that she could make them match.
 - Timothy Griffin asked if the five weeks of basic training is the RTI provider
 - Jennifer Wallitsch replied, yes, they are
 - Timothy Griffin stated that the hours for the RTI cannot count towards the 2080 of on-the-job training
 - Timothy Griffin stated that on page 79 the RAPIDS code is listed as 852 which that is a refinery code, and the code should be 851
 - Timothy Griffin stated, page 84 there is 24 employers but only 2 with appendix E, all employers must have an appendix E
 - Director Tara Loew replied, Jim had just the 2 employers listed to begin with and can add the other employers

- Timothy Griffin stated that would be ok just list on page 82 under 19th question the two employers that have the appendix E add the others later
 - Timothy Griffin asked if they could submit a letter stating that once the current apprentices are completely done under the two-year program that they will be closing the program.
 - Cheryl Feldman asked the sponsor to be Specific when writing the lay out of the 2080 hours
 - Jennifer Wallitsch stated page 40 lists the outline of the instruction
 - Cristie DeWitt gave an overview of the corrections that needs to be made per council request
 - Page 11 needs to match page 83
 - Page 19 and 20 needs to have a minimum hours of 2000 of OJT
 - Page 79 the Rapids code needs to be corrected
 - Page 84 put in two locations that is attached to the packet
 - Each employer needs to complete the appropriate paperwork
 - Motion to approve was made by Gregory Chambers with changes mentioned; seconded by Cheryl Feldman; Motion carried unanimously
- b) Harrisburg Area Community College, computer User Support Specialist
- Abigail Pelsis introduced this program as a unique apprenticeship. Their program is the first of its kind in any state. HACC will not be the only RTI provider, and they are going to be hiring though the apprenticeship program. The apprentice will complete the Computer Technology Certificate Program then will be working in the office of technology at HACC. The hours were incorrect for OJT. It was listed as 2000 hours when it should be listed at 4000 hours. The wage scale was miscalculated, they were able to recalculate it correctly.
 - Timothy Griffin stated that on page 19 the RAPIDS code is listed to be determined. He asked if computer support specialist would be the correct code
 - Cheryl Feldman said that page 19 states under question 2, the related instruction per year is listed as 518 hours
 - Abigail Pelsis the RTI a year is 518 hours
 - Lisa William asked what the apprentice will receive
 - Abigail Pelsis stated they will receive a Computer Technology Certificate. The apprentice could apply the certificate towards the AAS degree.
 - Robert Bair asked if the apprentice failed the test would they be able to retake the test
 - Abigail Pelsis replied, if the apprentice would take the test for first time that would be included, but if they failed then the apprentice would have the opportunity to retake the test at their own expense
 - Motion to approve was made by Mike McGraw with changes mentioned; seconded by Lisa Williams; motion carried unanimously
- c) Harverfield International, Powerline Worker (trade addition)
- Todd Tuttle the Executive Vice President with Haverfield International gave his overview of the linemen program. He stated that they use helicopters as a platform to complete the work. They have combined aircraft safety and functionality with work processes in addition to a standard lineman program. They don't transport people to a different area to get in vehicles or bucket trucks to preform linemen work from the ground. They perform the work from the aircraft that the ground-based units are unable to reach or get to. Performing work like structure replacements using multiple helicopters and linemen clip and unclip lines for replacements. The linemen could be hanging off a line from 100 feet from the helicopter or could be 8 feet from the side of an aircraft, on a platform sticking out from the skids of the helicopter.
 - Todd Tuttle mentioned the requirements requested by Council. They are as followed:
 - Program to be changed to time base
 - The Internal applicants should be able to transfer and be accepted
 - Remove aviation lineman
 - Greg Chambers asked would they consider their program a specialty area of the Line worker Occupation
 - Chris Yourishin the Director of the line Operation at Haverfield International. He has been in the industry for 31 years and graduated from the NEAT Organization in which he worked at PPL as a manger. The training that is done is not just for the aircraft but also conventional. The different kinds of work that is preformed is to replace overhead ground wires and installing over head lights. The use of an aircraft is a way to be able to complete work but the work that is preformed is lineman work

- Greg Chambers asked would they consider their program a subset or smaller compared to the IBEW 98 NEAT program or would they consider their program to be an expansion
 - Chris Yourishin replied, it would be an expansion because of the aircraft
- Robert Bair asked if their company already has an apprenticeship that teaches Linemen work. Also, why would they need another apprenticeship if they are only using the aircraft sometimes, wouldn't this just be an extension of their program
 - Chris Yourishin stated that when the program is approved then the current apprenticeship would be canceled
- Director Tara Loew asked the program sponsor if they updated their qualification standards for this new program. She asked if they could please clarify the difference between each program
 - Travis Horton replied, some of the curriculum was modified. The program will now have 150 hours of curriculum with an additional 80 hours of hands-on training for every year of the program
- Robert Bair asked if the current program is 3 or 4 years
 - Chris Yourishin stated the current registered program they have now is for 4 years.
 - Travis Horton stated that the new packet that is in front of them is a 3-year program
- Robert Bair asked if they are teaching the apprentices all the work that a lineman performs. He asked why they are adding a program for just a helicopter
 - Chris Yourishin stated the program would not just be for helicopter it required for them to do the work from the helicopter. The program is a structure program with standards being maintained for the safety of the apprentice
 - Mike Neill asked to follow up with Councilman Bair to see if the helicopter course is being added and why are hours being taken away. He asked if they have any documentation for what is covered in the pre-apprenticeship program
- Mike Neill asked how many applicants there are
 - Chris Yourishin answered, 18 applicants
- Timothy Griffin had some concerns with the program stating that there is a large portion of training now on the individual
 - Chris Yourishin stated their company is the sponsor and pays for program
- Timothy Griffin stated the sponsor takes a year off the program and unloads on to another program. The curriculum is a 4-year plan. Haverfield International lists 3 out of 4 modules and did not include somethings that are important like working with transformers electrical theory disconnects and switches. There are a lot of things that are required and were removed for the program. The prerequisite for the pre- apprenticeship program puts the cost on the apprentice. On the company website they only list helicopter work not any work that was mentioned like bucket trucks and difference types of equipment. Timothy Griffin stated he wants council to consider current program completion rate of 36 percent. He asked do we want to allow a program that is under performing in their apprenticeship program and that has been lowering their standards
 - Christie DeWitt stated the ATO is still trying to figure out the best way to come up with the completion rate. So, the rate listed is her fault. She stated breaking down the completion rate by year they have an overall rate of 50 percent and an overall average of 41 percent rate
 - Director Tara Loew stated the department is working with the DOL on how to correctly figure out the rate
- Cheryl Feldman had concerns about the pre-apprenticeship program because it is out of their control of what is taught. The teaching at a pre-apprenticeship and apprenticeship are different
 - Chris Yourishin stated that the registered program that they have now is mostly books, online and at the apprentice speed. They do not have control of the course. The new program would take control to support the apprentice and help them maintain going through the entire program and would include the 80 hours yearly for hands-on training
 - Travis Horton stated the pre-apprenticeship is accredited through the ACC SC and the Department of Education has strict guidelines. The education the apprentice receives in the pre-apprenticeship program is the same information that the apprentice would learn in modular 1.
 - Greg Chambers suggested they keep their registered apprenticeship program, add additional requirements, and just give credit to the ones who came into the pre-apprenticeship program
 - Director Tara Loew advised sponsors on how to complete the modification process
- Motion to reject program was made by Timothy Griffin; seconded by Jon O'Brien; motion carried unanimously

c) Plastek Group, Plastic injection Molding, Machine Maintenance Technician

- Kyle Hardner gave an overview of his program. The company is based out of Erie Pennsylvania in the manufacture plastic packaging for personal care homes, food and beverage, cosmetics, and pharmaceutical industries. He introduced the apprenticeship program for the maintenance department to develop skilled Maintenance Machine Technicians. To fill the voids within our workforce and prepare for the future Maintenance Machine Technicians that retire. The apprenticeship is a 3-year program with the combining on the job training, classroom training and lab training at a local trade school called Erie Institute of Technology. They will learn preventative maintenance as well as troubleshooting and repair for injection mold and the assembly machines
- On the previous council meeting he was advised to make some corrections
 - Appendix A on page 2, the wage scale was not added correctly. It should have showed from 8 percent up to 100 percent
 - They needed to add the OSHA 10 training, in OSHA 1 which they added
 - Add a letter from the RTI provider in which the letter from the RTI provider was added and the RTI provider will be going onsite to train
 - Change the course description page in which the new logo has been added to show the accurate name
 - Appendix G the question related to the workforce was missed understood, in which the question was rewritten and added two different charts. One details the qualification of the current Technicians with the courses they have taken and the other one details
 - One of the questions on the Appendix A is incorrect “would the related instruction per year be 190 per year”.
 - Timothy Griffin stated to Director Tara Loew that moving forward, maybe the RTI could be corrected to not say per year
 - Director Tara Loew replied, the chance maybe able to happen or could keep the per year and add the total of hours
- Timothy Griffin stated the RAPIDS code is incorrect and it should be 292. Page 33 has the correct RAPIDS code. Page 12 under physical it has the interview. The interview is not a physical qualification. On page 36 the qualifications are the physical exam and drug test those are not on page 12. Page 37 other says depends on retention and he is not sure what that is for.
- Cheryl Feldman questioned page 44 asking does the apprentice has to pay for their own tools
 - Kyle Hardner replied that the tools are one that the apprentices may have around the house and that plastek did supply most of them
 - Council Chairperson Lisa Godlewski asked if an apprentice could not afford the tool is there a way to help the apprentice
 - Kyle Hardner replied that they would have a payroll deduction
- Greg Chambers asked what the list of qualifications are to pass the interview. Would they have a formal interview with evaluation criteria available
 - Kyle Hardner replied, there is standard list of questions
- Barry Kindt asked on page 36 is there is a minimum age requirement
 - Kyle Hardner replied the minimum age is 18
- Timothy Griffin questioned page 38 the IEC Chapter registered apprenticeship program. He was curious to know if they were affiliated with them.
 - Kyle Hardner nor the ATO staff was unsure how that document got into the packet. Kyle Hardner stated that they are not working with the registered apprenticeship program IEC Chapter
 - Chairperson Lisa Godlewski stated that the ATO Office must take a look at this. She stated that it should be taking out of their packet
- Director Tara Loew informed council that her office keeps a tally of any changes that they look to make to the standards and the documents
- Barry Kindt stated he would like to see NFPA 70 E addressed for safety training
- Cristie DeWitt reviewed the changes that will be made. They are as followed:
 - Page 19 Appendix A - changing to 190 per year from the listed number of 658
 - Pages 19, 33 and 12 to list the physical interview as not physical and to make page 36 match
 - Page 36 was left blank - they will complete that
 - Page 37 remove depends on retention
 - page 26 the curriculum MNT 113 was merged in with MNT 112
 - page 44 to change the payroll deduction

- page 38 was determined it was a ATO template issue that was used with the IEC Chapter registered apprenticeship program. So that shall be removed
- Make updates to the safety training
- Interview criteria
- Motion to table the program until the December meeting was made by Gregory Chambers with changes mentioned; seconded by Mike McGraw; motion carried unanimously

Old Business:

- Director Tara Loew stated that she sent out a series of different resources for Council and she welcome any suggestions from Council to help support them. She stated Timothy Griffin had concerns about the language in the standards section that refer to eligible apprenticeship listed housed within the EPL. She stated that the language is supported by the federal office of apprenticeship. She stated she will be talking to someone from the federal office of apprenticeship about the language in the section. She also wants to have her speak to Council. This section has its own ETPL statewide policy that has been longstanding to make changes would have to be require in multiple policies across the commonwealth
- Chairperson Lisa Godlewski asked Director Tara Loew about the one meeting a month
 - Director Tara Loew advised that she did schedule the meeting for December and blocked off everyone’s calendar for December 9, 2021

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

- Stated the Apprenticeship and Training Office staff has been all over the state for National Apprenticeship week. Pennsylvania had 24 registered apprenticeship week events. Their office staff has attended more than half of the in-person events.
- She was able to attend the IBEW Local 26 event on Monday. She says they have a great quality long standing program.
- Tuesday most of the ATO team were able to be apart of the Berks Connections Pre-Trial Services, Pre-Apprenticeship program celebration. They are one of the only Pre-Apprenticeships targeting, serving citizens with criminal backgrounds
- Pittsburgh Public Schools was celebrated in their pipeline into the trades program. They are one of the only carpenter programs for high school students. It feeds into the Easter Atlantic States Regional Council carpenters’ program
- She stated that people are presenting themselves as Pre-Apprenticeship and Apprenticeship that are not necessarily registered and go through the certification process. She asks that everyone be aware and ask questions. These programs could be good potential programs but we cannot guarantee until registering that they meet official standards of Pre-apprenticeship. Pennsylvania is one of the only states that certifies Pre-Apprenticeship programs

Report: Council Chairperson (Lisa Godlewski)

- No report

Adjournment

- Motion to adjourn by Gregory Chambers; all council member seconded the meeting. Motion carried unanimously. Meeting adjourned at 12:13pm.

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 9:00 a.m. December 9, 2021. Virtual meeting information is found on the reoccurring invite.