

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL

April 13, 2023

(VIRTUAL MEETING VIA MICROSOFT TEAMS)

9:00 AM

Chairperson Timothy Griffin 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 McGraw		X			

Ex-Officio Members and Designees:

Office of Vocational Rehabilitation, PA Department of Labor and Industry: Jeffrey Seabury, Vocational Rehabilitation Specialist
Unemployment Compensation Program, PA Department of Labor and Industry: Maria Macus, Deputy Secretary
Workforce Development, PA Department of Labor and Industry: Daniel Kuba, Deputy Secretary

Pennsylvania Department of Labor and Industry

Peter Getzie, Assistant Chief 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
Drew Grasso, Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office
Marshal Palmer, Western Apprenticeship and Training Representative, Apprenticeship and Training Office
George Tanner, Special Project Apprenticeship and Training Representative, Apprenticeship and Training Office
Joseph Poland, Eastern Compliance Apprenticeship and Training Representative, Apprenticeship and Training Office
David Croyle, Western PA Compliance Apprentice Training Representative, Apprenticeship and Training Office
William Miner, Data Entry Specialist, 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, Compliance, and Statistical Development Manager, Apprenticeship and Training Office
Jeanette Colman, Job Seeker Liaison, Apprenticeship and Training Office
Gina Meringer, Clerical Assistant 2, Apprenticeship and Training Office
Bryana Feliciano, Limited Term Clerk, Apprenticeship and Training Office
James Chiarriaro, KDP, Contractor for Apprenticeship and Training Office

Approval of March 9th Meeting Minutes

Motion to approve March 9th minutes as submitted by Robert Bair; seconded by William McGee. Motion approved unanimously.

Public Comment:

- Edgar Largaespada, Director of the industry strategy, partners 4 work
 - Edgar wanted to express his support for the FortyX80 program

- Sara Gligora, Special Assistant, Pennsylvania Department of Agriculture
 - Sara said that she supports the Center for Dairy Excellence

- Ron Martin, IUEC 59

- Ron wanted to advise council what the Right Elevator Company lacks to be a successful program.
- Phoebe Bitler, Dairy Producer in Buck County
 - Phoebe wanted to affirm that she supports the Center for Dairy Excellence and that they have been looking for a program like this for a long time.

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

- Stated that in the Philadelphia area they are still focusing on the Mathematica Grant targeting job opportunities for persons with disabilities. It is a daily struggle to work with trying to imbed the thought process on how to build apprenticeship programs for persons with disabilities.
- Timothy Griffin talked about the regulations for applications to self-identify disabilities and that he knows that people do not report out of fear that employer will not do the correct thing.
 - Jeffrey Seabury replied that people only think of physical disabilities but there are more disabilities than the physical ones.
 - Director Tara Loew said that Jeffrey Seabury's office has been working with her office to bring a workshop together that shows how to build accommodations into programs to serve persons with disabilities. She hopes that all sponsors would engage in the workshop because of how important this workshop is.

Ex-Officio Member Report: Unemployment Compensation Program, PA Department of Labor and Industry: Maria Macus, Deputy Secretary

- Maria Macus started off by saying that she would like everyone to encourage people to send in emails since they are being responded to within 48 hours due to the phone system having a wait time.
- They have extended the in-person assistance program at the CareerLinks that was supported by the Equity Grant which was funded by the federal government. They have reallocated funds to be able to keep the in-person assistant and dubbed the program UC Connect.
- Robert Bair stated that he supports all the hard work her department is doing.
- William McGee said that his office received compliance questionnaires which he is glad to see.
 - Deputy Secretary Maria Macus replied that the questioners are for employers to do fact finding and is part of the normal process.

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

- Deputy Secretary Daniel Kuba said that the ATO office is quite busy with their day-to-day activities, but they are also very busy presenting a lot of different opportunities. One of the opportunities he is excited about is the Diversity, Equity, and Inclusion (DEI) Grant for in the building and construction trades. The grant is a million dollars that will make sure to help the policies that are in place and make sure that the minorities, women, and veterans are offered the same opportunities as everyone else in the Commonwealth.
- Workforce sent out a 2.2-million-dollar Youth and Reentry Grant. Those target populations in the Commonwealth with the right amount of career services, training and opportunities could be very valuable to economic recovery.
- The Nursing Pathway (NGA) and the Teacher in the Workplace Grants are key, and they identify areas around the Commonwealth where there is a great deal of shortages in the work areas. They need to make sure there are enough nurses, CNA, and home health aides to be able to take care of the aging population. The grant for teachers is groundbreaking and as they look around this is a national issue. Getting credentials and going out to teach the youth is a huge challenge so they are excited for what this is going to turn out to look like.
- Recently workforce put out an eight hundred thousand dollar grant around broadband infrastructure though an apprenticeship grant. This all falls in line with Governor Shapiro's focus on workforce development and apprenticeship in nontraditional areas.

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

- a) FortyX80 Inc, Cyber Security Support Technician, 2nd Review, Trade Program, Group Non-Joint
 - Sponsor Representative: Tarelle Irwin, Assistant Director of Talent Development and apprenticeships, FortyX80
 - Sponsor representative gave an overview of changes that were made from the list that council suggested last meeting
 - A discussion took place between sponsor and council
 - Summary of changes council suggested
 - Make the competency guidelines and not requirements
 - Remove the competencies from the wage schedule
 - Cheryl Feldman made a motion to approve the program with administrative changes, was seconded by Robert Bair; motion was carried unanimously by council; no abstention

- b) Center for Dairy Excellence, Dairy Herd Manager, 2nd Review, New Program, Group Non-Joint
 - Sponsor Representative: Michelle Shearer, Workforce Development Manager, Center for Dairy Excellence
 - Sponsor representative gave an overview of changes that were made from the list that council suggested last meeting
 - A discussion took place between the sponsor and council
 - Robert Bair made a motion to approve the program as submitted, was seconded by Cheryl Feldman; motion was carried unanimously by council; no abstention

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

- a) New Village Institute, Undercar Specialist (Alternate Title: Automotive Tech Specialist), 1st Review, New Program, Group Non-Joint
 - Sponsor Representative: Tara Wolff, Director of Corporate Resources, New Village Institute Blairsville LLC
 - Sponsor representative shared an overview of the program
 - A discussion took place between the sponsor and council
 - Summary of changes council suggested
 - EPA Certification – List the certification in the program
 - Clarify the Coordination between the sponsor and employer
 - Give the apprentices a safe space to fail so that the safety hazards associated with the jobsite can be removed.
 - Robert Bair made a motion to table the program until a future council meeting; was seconded by Cheryl Feldman; motion was carried unanimously by council; no abstention

- b) PV Transport Inc, Truck Driver, Heavy, 1st Review, New Program, Individual Non-Joint
 - Sponsor Representative: Steven Beck, Safety Manager, PV Transport, Inc.
 - Sponsor representative shared an overview of the program
 - A discussion took place between the sponsor and council
 - Summary of changes council suggested
 - Are there higher wages for heavy truck drivers then CDL drivers
 - Highlight the requirements of a driver at PVT surrounding the hauling of livestock and produce
 - Source data surrounding people who went through CDL programs who got hired with no to little experience
 - Expand on lifestyle supports & healthy working habits
 - CDL training environment comparison to PVT program – Levels of support offered to drivers
 - Robert Bair made a motion to table the program, was seconded by Lisa Williams; motion was carried unanimously by council; no abstention

- c) Right Elevator Company, Elevator Constructor Mechanic, 1st Review, New Program, Individual Non-Joint
 - Sponsor Representative: Nicholas J. Berkey, Owner, Right Elevator Company.

- Sponsor representative shared an overview of the program
- A discussion took place between the sponsor and council
- William McGee made a motion to not approve, was seconded by Robert Bair; motion was carried unanimously by council; no abstention

Modification Approval

- a) No modification requests

Deregistration

- a) No deregistration

One Year Program Audit Results

- a) The Plastek Group, Maintenance Machine Technician, Individual Non-Joint, Approved March 10th, 2022: Continue as Permanent Registration
- b) Universal Academy, Electrician, Group Non-Joint, Approved March 14th, 2022: Continue as Permanent Registration

Provisional Review Follow Ups

- a) No provisional audits for March

Old Business

- No old business at this time

Programs Approved per Admin Changes

- a) UPMC Senior Communities Inc, Nurse Assistance Certified, March 2nd, 2023
- b) We Love Philly, Digital Marketer, March 14th, 2023

New Business

- No New business at this time

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

- Director Tara Loew Started off by saying that she invited Director Brian Smolock from labor law. She asked council if they had anything that they would like Director Brian Smolock to report on at future council meetings.
 - Lisa Williams replied she would like to know if there are any concerns about a sponsor with an apprenticeship. When an apprenticeship is going through the approval process is there anything overlooked or are there things that are being slid to the side by the sponsor. Are there any violations on mandatory overtime issues?
 - Timothy Griffin replied that he would like to know if any company coming in front of the council have any labor law violations.
- She wanted to let council know that the compliance team went to a in person USDOL compliance training in Washington D. C. and that the rest of the team joined the training virtually. The compliance team is still learning how to build programs so that they can effectively review and audit the programs and they are still in the process of learning how to approve the pending actions on RAPIDS.
- Director Tara Loew announced that she is excited that the new registration paperwork launched. There was a lot of small changes to the apprenticeship and pre-apprenticeship registration paperwork which were based on some of the feedback she received, best practices, EEO standards, and there is also a disability form that is now attached to Appendix B.
- Her office is still working with leadership and the governor’s office for the Council reappointments.
- They are sending out new calendar invites from the apprenticeship@pa.gov resource email account and asked that council accept the invites. She also advised council to be aware that the June and September meetings have been moved to the third Thursday of the month.
- Grants
 - PA Smart Broadband Infrastructure Grant was released on April 12th, 2023. This grant is for existing apprenticeships programs that have programs that support broadband infrastructure.

- The Nursing Pathways Grant was just recently expanded, and the grant will be available directly to sponsors and intermediaries.
- Diversity, Equity, and Inclusion (DEI) Grant was released on March 27th, 2023
- Certified Teacher Initiative Grant's first notice of grant availability went out to bring on a contractor to work alongside of the ATO office and PD to build a certified teacher apprenticeship program. The next NGA will go out to the school districts and will support the schools using the apprenticeship program that is built.
- Her team has been busy attending trainings, conferences, events, and programs. Director Tara Loew and Danielle Demirovic presented at the Pennsylvania Apprentice Coordinators Association (PACA) conference.
 - The management team and some of the ATR conducted a Workforce Development Board Director Retreat and all of the board members were able to present as well. This was a great way to continue to integrate apprenticeship into the workforce development system because the board directors are still learning and are starting to understand the value in apprenticeship.
 - Lisa, Cristie DeWitt, and Director Tara Loew were able to attend the 2023 Construction Show Case in Atlantic City.
- They were preparing for the ATO summit to be held during the National Apprenticeship Week. Recently another organization has announced about their Apprenticeship Summit that is to be held the same week. Her office will reach out to the other organization to see if there can be some partnership.
- Lisa William asked if the apprenticeship office is working with the nursing boards?
 - Director Tara Loew explained what the special project ATR dedicated to healthcare is working on and asked him to speak to his work
 - Jared Young replied to Lisa William that he is working with the board. His strategy is to gage sponsors interest in what occupation are growing and what the needs are.
- Cheryl Feldman said that they have talked about the nontraditional programs and how they are going to work with the apprenticeship regulatory requirements, ratios of the journey works, nontraditional formats.

Adjourn Council Meeting

- Motion to adjourn by Robert Bair; was seconded by Cheryl Feldman; approved unanimously. Meeting adjourned at 11:48 am.

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 9:00 a.m. May 11th, 2023. Virtual meeting information is found on the reoccurring invite.