

**PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL**

**August 10, 2023**

**(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 9:02 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, Office of Vocational Rehabilitation

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

Danielle Demirovic, Pre-Apprenticeship Supervisor, Apprenticeship and Training Office

Sam Primak, Grants, Compliance and Statistical Development Supervisor, Apprenticeship and Training Office

Theodore Warholic, Northern Region Apprenticeship and Training Representative

Marshall Palmer, Western Apprenticeship and Training Representative, Apprenticeship and Training Office

Joseph Poland, Eastern Compliance Apprenticeship and Training Representative, Apprenticeship and Training Office

Drew Grasso, Southeastern, Apprenticeship and Training Representative, Apprenticeship and Training Office

Jared Young, Statewide Special Project Apprenticeship and Training Representative (ATR), Apprenticeship and Training Office

George Tanner, Special Project Apprenticeship and Training Representative, Apprenticeship and Training Office

David Croyle, Western Compliance Apprentice and Training Representative, Apprenticeship and Training Office

William Miner, Data Entry Specialist, Apprenticeship and Training Office

Kathleen Watson, Data Specialist Apprenticeship and Training Representative, Apprenticeship and Training Office

Jeanette Coleman, Job Seeker Liaison, Apprenticeship and Training Office

Gina Meringer, Clerical Assistant 2, Apprenticeship and Training Office

Allie Harris, Clerical Assistant 2, Apprenticeship and Training Office

Bryana Feliciano, Limited Term Clerk, Apprenticeship and Training Office

James T. Chiarchiaro, Program Manager for Keystone Development Partnership (KDP)

**Approval of June 10th Meeting Minutes**

- Gregory Chambers noticed a typo in his name under the New Business section.
- Motion to approve June 15th minutes with administrative changes submitted by Robert Bair; seconded by Mike McGraw. 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)**

- His office is continuing to engage several employers around apprenticeship and pre apprenticeship.

- They also now have their 6<sup>th</sup> and 7<sup>th</sup> employees involved in the Navigator Apprenticeship program.

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

- June 2023 the unemployment rate was 3.8 percent and there were 246,000 individuals that were unemployed. The week ending August 5<sup>th</sup> had 11,047 regular initial unemployment claims. The average wait time on their phones is down to 30 minutes and the average wait time for chat is 32 seconds.

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

- In July, Secretary Walker and Deputy Secretary Daniel Kuba were able to meet with Governor Shapiro. Specifically discussing apprenticeship and pre apprenticeship. They are currently working to make sure that they are continuing to work towards Governor Shapiros goal in support of the apprenticeship model as well as pre apprenticeships. He stated that they are committed to new sector apprenticeships and are trying to identify occupations that will fit into that apprenticeship model. One of the current projects being worked on are teacher apprenticeships. They are still working on bringing someone in to build a template for the teacher apprenticeship model.
- The one major issue across the workforce is childcare. They are using other programs already in the state infrastructure, such as 1199C, to help build and shape future childcare programs.
- They have the Strategic Early Morning Network (SEMN) based out of Pittsburgh under contract. The network supports employers who are in a delicate state, and they also helped bring companies back into Pennsylvania.
- Because of positive budget changes the grants should be able to be processed for up to 2-3 years or the time that is appointed by the grant availabilities. They are continuing to work to put this process in motion. Another positive outcome of the budget change is School to Work. School to Work is a 3.5-million-dollar allocation that primarily supports pre-apprenticeship programs.
- They put out the 4<sup>th</sup> round of the Digital Literacy Grant. Digital literacy impacts about 85 percent of Pennsylvanians that visit CareerLink's. This grant allows these Pennsylvanians to learn new skills and utilize them while applying for future jobs.
- A round of Diversity Equity Inclusion Accessibility (DEIA) grants went out. They submitted four projects for about 550,000 dollars that will expand diversity and equity in the Commonwealth.

**"Approval of Standards of Apprenticeship" and Trade/Occupation additions – Secondary or more review**

- a) **PA Area Health Education Center (AHEC), Community Health Worker, 2nd Review, New Program, Group Non-Joint**
- Sponsor Representative: N. Benjamin Fredrick, Director of PA AHEC, PA Area Health Education Center (AHEC); Amanda Taylor Gehman, PA Area Health Education Center (AHEC).
    - Sponsor representative gave an overview of changes that were made from the list 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 Mike McGraw; motion was carried unanimously by council; no abstention.

**Initial "Review of Standards of Apprenticeship" and Trade/Occupation additions**

- a) **ABC of Western PA, Heating & Air Conditioning Mechanic & Installer, 1st Review, Trade Program, Group Non-Joint**
- Sponsor Representative: Matthew Waltman, Director of Education & Workforce Development, ABC of Western PA
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested:
    - Appendix A-2 Safety – add fall protection, ladder safety, personal protective equipment, lock out tag out, first aid, confined space, dehydration, EPA universal certified.
    - Include statistics on the last 10 years of performance.
    - Suggestion to check medical Marijuana and how it related to the law.
  - Mike McGraw made a motion to consider this program at the next council meeting; was seconded by Robert Bair; motion was carried unanimously by council; no abstention.

**b) Congreso de Latinos Unidos, Peer Specialist, 1st Review, New Program, Group Non-Joint**

- Sponsor Representative: Caroline Haeffner, Training and Post-Secondary Education Manger, Congreso de Latinos Unidos
  - 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.
- Summary of changes council suggested:
  - Clarifying which RTI providers are delivering the content vs awarding college credit.
  - Need to clarify RTI & if it is truly frontloaded for the credential or not.
  - Verbiage surrounding “as capacity allows”. Remove this and provide more supportive/definitive language.
  - Standards and employer agreements should not contradict each other.
  - Include language that explains the potential for casework to be done in the field and in the office.
  - Outline career ladder/upward mobility opportunities that stem from Peer Specialist role.
  - Include mention of transportation costs – As required for their job & reimbursements.
  - OSHA statement that applies to office-based work hazards.
- Barry Kindt made a motion to consider this program at the next council meeting; was seconded by Robert Bair; motion was carried unanimously by council; no abstention.

**c) CybXSecurity LLC, Cybersecurity Support Technician, 1st Review, New Program, Individual Non-Join**

- Sponsor Representative: Tom Pedder, Chief Operating Officer, CybXSecurity LLC
  - Sponsor representative shared an overview of the program.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested:
  - Competency needs to be standardized so it is the same for everyone and needs to be clearer.
  - Clarify the RTI and OJT hours.
  - List the minimum requirements to be a journeyworker.
- Robert Bair made a motion to consider this program at the next council meeting; was seconded by Gregory Chambers; motion was carried unanimously by council; no abstention.

**d) Celerity Integrated Services, Line Installer/Repairer, 1<sup>st</sup> Review, New Program, Individual Non-Joint**

- Sponsor Representative: Deron Leight, Vice President, Celerity Integrated Services
  - 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.
- Summary of changes council suggested:
  - Tie WPS/OJT/RTI to a verifiable 3<sup>rd</sup> party.
  - Call out specifically what safety items are being taught and practiced.
    - Specific mentions of Bucket Safety, Rigging, Competent Climber.
  - Expand more on transferrable credentials.
  - Clean up the Journeyworker section of Appendix D. Confusing language surrounding the progressions.
  - What certificates will the apprentice get and who verifies it.
- Barry Kindt made a motion to consider this program at the next council meeting; was seconded by Mike McGraw; motion was carried unanimously by council; no abstention.

**e) Philadelphia Alliance for Capital and Technologies (PACT), Application Developer, 1<sup>st</sup> Review, New Program, Group Non-Joint**

- Sponsor Representative: Erika Shearlds-Hill, Director of Apprenticeship Programs, Philadelphia Alliance for Capital, and Technologies (PACT); Dean Miller, CEO, Philadelphia Alliance for Capital and Technologies (PACT)
  - Sponsor representative shared an overview of the program.
- A discussion took place between the sponsor and council.
- Summary of changes council suggested:
  - Add the OSHA classes being provided.
  - Add clear distinction of journeyworker criteria.
  - Add the national standards for a journeyworker including the upward mobility, career pathways.

- Robert Bair made a motion to consider this program at the next council meeting; was seconded by Gregory Chambers; motion was carried unanimously by council; no abstention.
- f) **R&B Enterprises, Inc dba Transportation Solutions, Truck Driver, Heavy, 1<sup>st</sup> Review, New Program, Group Non-Joint**
- Sponsor Representative: Brenda Bennett, President, R&B Enterprises, Inc dba Transportation Solution; Amy Tevis; Inc dba Transportation Solutions
    - Sponsor representative shared an overview of the program.
  - A discussion took place between the sponsor and council.
  - Summary of changes council suggested:
    - Add applicable OSHA classes.
    - Make sure the apprentices are receiving the criteria to become journeyworkers pg 50.
    - Adjust the hours per section.
  - Robert Bair made a motion to consider this program at a future council meeting; was seconded by Gregory Chambers; motion was carried unanimously by council; no abstention.

#### **Old Business**

- Programs Approved per Admin Changes
  - PV Transport, Truck Driver, Heavy, Approved June 24th, 2023
  - O-I plant #18 and 19, Machinist, Approved June 29th, 2023
  - Tech Impact, Help Desk Technician, Approved July 3rd, 2023
  - Pittsburgh Chapter NTMF, Machinist, Approved July 7th, 2023

#### **New Business**

- No new business.

#### **Report: PA Apprenticeship and Training Office, PA Department of Labor and Industry**

- Cristie DeWitt, Field Apprenticeship and Training Representative Supervisor
  - She advised council that Danielle Demirovic was promoted to Pre-Apprenticeship Supervisor, and they are looking to expand her division with new staff.
  - Cristie DeWitt and Director Tara Loews' divisions have had staffing changes.
    - Allie Harris was hired as a Clerical Assistant 2.
    - Theodore Warholc was hired as a Northern Apprenticeship and Training Representative.
    - In September they will start interviews for a Special Projects ATR.
  - November 13<sup>th</sup> -17<sup>th</sup> will begin National Apprenticeship Week.
  - A promotional tool kit will go out to sponsors with need-to-know information for marketing events.
  - The ATO Office is going to partner with PWDA as a platinum sponsor for an Apprenticeship summit that will be held on November 13<sup>th</sup> and 14<sup>th</sup> at the Hershey Lodge.
- Sam Primak, Grants, Compliance and Statistical Development Supervisor
  - They finished evaluations for Increasing Diversity, Equity, and Inclusion Grant initiative and they hope to announce the awards soon.
  - The Creating Nursing Pathways in PA and Supporting Broadband Infrastructure Grants are still under review.
  - They are seeking proposals for building and supporting a certified teacher registered apprenticeship program and the deadline for applications is September 15<sup>th</sup> at 4pm.
  - A 1.2-million-dollar state apprenticeship expansion formula grant was received in June from the United States Department of Labor. With this funding they plan to strengthen their roll within the PA apprenticeship ecosystem.
  - There is a position posted for a Grants, Statistical Development, and Special Projects Specialist. The posting closes on August 13<sup>th</sup>.
- Gregory Chambers asked where the funding from the Biden administration was going.
  - Deputy Secretary Daniel Kuba responded by saying Pittsburgh is one of the 5 workforce Hubs that was chosen for funding. These investments are from the government and private investors. He also stated that once he receives an updated report, he will advise council.

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

- Chairperson Lisa Godlewski said that Vice President Kamala Harris visited her training center and she talked to her about apprenticeship.

**Adjourn Council Meeting**

- Chairperson Lisa Godlewski adjourned the council meeting at 1:14 pm.

The next scheduled Pennsylvania Apprenticeship & Training Council Meeting will be held virtually and is scheduled for Thursday, September 21, 2023.

DRAFT