

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL
August 19, 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 9:02 a.m.

PA Apprenticeship and Training Council Members in Attendance:

Employee Members

Roscoe Green
Mike Neill
Timothy Griffin

Employer Members

Gregory Chambers
Mike McGraw
Roger Brubaker
Lisa Godlewski

Public Members

Barry Kindt
Katy Rittle

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, Director
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
Jim Reese, ATR, Apprenticeship and Training Office
Joe Bass, ATR, Apprenticeship and Training Office
Nukea Finley, Clerk2, Apprenticeship and Training Office
James Chiarchiaro, KDP, Contractor for Apprenticeship and Training Office
Samuel Primak, Grants and Statistical Development Manager, Apprenticeship and Training Office
Gina Meringer, Limited Term Clerk, Apprenticeship and Training Office
Cristie DeWitt, Workforce Development Supervisor, Apprenticeship and Training Office

U.S. Department of Labor

Ron Leonard, Deputy Regional Director, Office of Apprenticeship

APPROVAL OF July 8th and 15th MEETING MINUTES:

- Motion to approve July 8th minutes as submitted by Barry Kindt; seconded by Gregory Chambers. Motion approved unanimously.
- Motion to approve July 15th minutes as submitted by Roger Brubaker; seconded by Roscoe Green. Motion approved unanimously.

Public Comment:

- Terry Williams from Gillespie Electric was speaking on the behalf of Universal Academy. He stated they go above and beyond state minimum requirements.

- Bill Dorward wanted to touch on Pre-engineered Metal Buildings sheet metal and HVAC, pipefitting, and plumbers. He fears the programs will be watered down by combining both programs. He asked, with the Apprenticeship programs being jumbled in together or incorporated together, what happens to an Apprentice if the contractor gets rid of them for two years, gets fired or leaves the program and then six months later they get hired elsewhere. Does that individual have to start that program all over again? He believes the state should do more to protect the Apprentices with the education and safety process.
- Ed Tyron from Gillespie Electric stated he noticed a dramatic change in the improvement of their people due to the quality of the program at Universal Academy. He is asking for a favorable consideration for Universal Academy.
- Todd Frowley from Sheet Metals Workers Local 19 stated it would be a waste of everyone's time, money, and resources by mashing up all the Apprentices together.
- Darby Doyal representing The Philadelphia Plumbers Union of Montgomery County spoke on the Plumbers Apprenticeship program. He commented the Pennsylvania Apprenticeship Board should follow up on some job sites to make sure that some of these companies are working with the proper ratios.
- Frank Ceriani from the Pennsylvania State Building Trades Council stated he opposed multi craft programs and short-term programs. He stated that it undermines the standards within the Commonwealth which protect the employee, employer, and consumer.
- Kerry Zettlemyer from the Ironworkers Local 404 stated he opposes the Pre-Engineered Building Assembler Program. He thinks it undermines existing programs.
- George Zaylor from the Harrisburg Ironworkers Local 404 stated he wants to reinforce what his colleague Kerry Zettlemyer said about the countless hours and training they provide to their workers. He stated its more complex dealing with the safety.
- Steve Atwood from Ironworkers Local 3 stated the training they provide to their Apprentices is vital and they should continue it. He opposes the Pre-Engineered Building Program.
- Dan Hope from Ironworkers Local 404 Harrisburg stated the Pre-Engineered Building Program undermines everything they are doing at the Ironworker and would affect the Apprentices.

Ex-Officio Member Report: Bureau of Career and Technical Education (Dr. Lee Burket, Director)

- No report

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

- Stated to advance Apprenticeship they are in the process of the final approval for their executive team to have an additional seven employees participate in the next cohort for the Apprentice Navigator Apprenticeship.
- Stated in the last week they partnered with KDP and the Southwest Local Workforce Investment Board to advance opportunities for people with disabilities to access a Pre-Apprenticeship class that is grant funded by United Steelworkers District 10 in manufacturing.
- Stated they are participating in a multi-agency consortium on a state level. Wants to advance the knowledge of access to Apprenticeship.
- Hoping after October 1st, 2021, they can restart their efforts on the Apprenticeship pilot program beginning in the southwest corner of the state to prepare people with disabilities for Apprenticeship.

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

- Shared information on unemployment. She stated at the end of the month, September 4th, it will be the last payable day of the various federal programs that have been happening as far as the pandemic. Those programs are ending. Workforce has ways to better assist them once it closes.
- For June 2021, the seasonally adjusted unemployment rate was 6.9%. The number of unemployed were 435,000.

The incoming claims are quite low each week, back to pre-pandemic claim status. They are focused on trying to outreach to the individuals on where they can find employment.

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

- Stated they launched the Skill Up. Individuals can go to Pacareerlink.pa.gov, which is a free virtual job training resource for every jobseeker in Pennsylvania. She says fundamentally it changes the game to learning and their ability to gain licensing and certification. It's an investment by the Commonwealth.

Report: U.S. Department of Labor, Office of Apprenticeship (Ron Leonard, Deputy Regional Director, or designee)

- Stated no comment.

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

a) Department of Corrections, Correction Officer

- Vondol Hammond from the Department of Corrections stated they train hundreds of actual corrections officer trainees. She stated their need to change from trainee to corrections office per council request. She stated they have over 659 active individuals since July 1, 2019 in the program. She stated they are moving effectively from a two-year program to a one-year program.
- Barry Kindt asked a question. Would this program be transferable and are there other states or area doing programs similar?
 - Vondol Hammond stated: upon completion each one would receive a certificate and will be transferable to other states.
- Gregory Chambers stated: now that they are going from a two year to a one year how are they going to distinguish the two programs?
 - Vondol Hammond clarified: there will not be two programs there will only be one. They do not have a program that will allow them to evaluate effectively in two years.
 - James Reese stated: once the program does get approved, there will be two different Rapids numbers. He stated they have already scheduled training to teach Ms. Hammond which occupation to put them in and the older program will finish out.
- Timothy Griffin had issues with the program and until they are resolved, he is not prepared to vote to approve program. He stated that on page 15 there is no contact information for complaints and page 20 the program has no progression rate schedule. There is an entry and a graduation rate.
 - Vondol Hammond stated: there is not progression rate. They stay at that rate.
 - Timothy Griffin stated: The Apprenticeship regulation requires a progressive wage schedule.
 - James Reese responded: this is part of the collective bargaining agreement which is how their wage schedule is.
 - Peter Getzie stated: under the regulation section 83.5, it does require that a program have a progressively increasing wage schedule. However, where the Apprentice wage rates have established a collective bargaining agreement, they shall be accepted if they're not covered by the collective bargaining agreement. He states: if the union has a letter or agrees with the program it should be fine.
- Timothy Griffin stated: in the employer acceptance, the occupation and program sponsor name are blank. It was not filled out properly. Also, the appendix G page 37, indicates there is a criminal background check, a drug test, medical exam, and psychological exam, but those are not stated in the qualifications of the standards so it should have to match. He stated there is no affirmative action plan and selection procedures since they have over five Apprentices.
 - Vondol asked if he was asking for affirmative action numbers.

- Director Tara Loew commented: according to federal law regulations, it must be submitted within two years from the start of the program.
 - Timothy Griffin stated: he thought that the council had to approve it.
 - Director Tara Loew asked if Ronald Leonard could comment on this matter.
 - Ronald Leonard stated: “Yes, two years after the start of the program”.
 - Roger Brubaker asked a question about the ratios. It was noted that it was inspected to be more trainees on site than trainers. He was curious as he did not see any different information regarding the ratios. He wants to know what ratios they would be following.
 - Vondol answered: per collective bargaining agreement it is not an issue. Generally, for every 1 Apprentice there is 1 sergeant on duty.
 - Peter Getzie stated: with the regulations 83.5 b7, the council does accept whatever is in a collective bargain agreement, especially the ratios. There is a difference for a non-joint program.
 - Motion by Gregory Chambers to come back with the edits council made unrelated to the CBA or the council can approve the program with those revisions added in place.
 - Gregory Chambers made a motion to approve with the revision’s council requested. Seconded by Barry Kindt.
 - Timothy Griffin commented that he feels revisions needed are not just minor dramatical corrections. There is a lot of information left out in the work process.
 - Mike McGraw commented on the motion that he feels it’s too many to approve without seeing the updated documents. He is requesting a letter from the union.
 - The program was not approved due to the opposes from council members.
 - Gregory Chambers made the motion to review the program and come back to the next meetings with the revisions. Seconded by Roger Brubaker.
- b) Associated Builders and Contractors, Keystone Chapter, Assembler, Pre-Engineered Metal Building (trade addition)
- The program stated they are only there for the Assembler Pre-Engineered Metal Building. He stated they are not mashing programs together. He stated in their application they were asked to change the tuition to a two year from a four year. He stated the lowest completion rates were in the sheet metal program.
 - James Reese stated he submitted the completion rates to the council that morning
 - Timothy Griffin had a concern that the completion rates information was submitted thirteen minutes prior to the meeting and is a 10-page letter that raises several concerns. He thinks its not enough time to review the content in such time.
 - Timothy Griffin asked to make a motion to table this program until next month so council has time to review the content of the program. Seconded by Mike Neil.
 - Dr. Katy Rittle asked if there is a limit to when the documents are to be submitted.
 - Peter Getzie stated from a legal point, it would be up to the council to assign the appropriate time limit to whatever comes in. He stated most of the application should be considered itself.
 - Roger Brubaker stated he was not sure that the completion rates were discussed or requested during last months meeting. He is not know how that would have an impact.
 - Roll call taken by James Reese
 - Opposed by Gregory Chamber, Katy Rittle, Roger Brubaker, Barry Kindt, Mike McGraw
 - Approved by Timothy Griffin, Mike Neil, Roscoe Green.
 - Chairman Lisa Godlewski motioned to proceed to normal Council procedures with changes that need to be made.
 - Council had concerns with appendix G financial tuition.
 - The sponsor stated the tuition is not charged to the Apprentice.
 - Timothy Griffin stated that the safety data was not clear.

- Additional notes taken by Cristie DeWitt: Update packet to include copying certifications to all appropriate areas. Add benchmarks for when industry recognized certifications are received in RTI schedule.
 - Roger Brubaker made the motion to approve the program as presented. Seconded by Barry Kindt.
 - Roll call taken by James Reese
 - Approved by Gregory Chamber, Katy Rittle, Roger Brubaker, Barry Kindt, Mike McGraw.
 - Opposed by Timothy Griffin, Mike Neil, Roscoe Green.
 - Chairman Lisa Godlewski motioned to approve the program as presented.
- c) Cleveland/Price Inc., Tool and Die Maker
- Dan from Cleveland Price gave an overview of his program. He stated they had to make modifications to the work processes. He stated they did make and submitted it to James Reese.
 - Timothy Griffin stated he does not see OSHA 10 anywhere and it's becoming a standard process everywhere.
 - Dan stated he believes it is in there. They submitted their entire safety training manual.
 - Timothy Griffin stated this has been something that has been happening a lot lately and he feels this should be addressed by council. He stated there are programs that are submitting their safety manual as safety training. There is a big difference, he does not feel they are equivalent, and every company is required to have a safety manual, but that doesn't mean their performing the RTI in the Apprenticeship. He wants to see the OSHA 10 training added.
 - Gregory Chambers stated they don't have a class titled OSHA 10.
 - Motion to approve by Timothy Griffin but must fix the journey worker count and add OSHA 10 general industry certification to the RTI. Seconded by Mike McGraw.
 - Opposed by Gregory Chambers.
 - Timothy Griffin took over for Chairman Lisa Godlewski as she had connection issues.
 - Timothy went back to motion for approval.
 - Roll call taken by James Reese
 - Approved by Timothy Griffin, Katy Rittle, Mike McGraw, Roscoe Green.
 - Opposed by Gregory Chambers, Roger Brubaker, Barry Kindt.
 - There was a tie breaker.
 - Timothy Griffin is in favor of the motion to approve the program with the OSHA 10 and the correct journeymen count.
- d) Cambridge Lee Industries LLC, Industrial Maintenance (trade addition)
- Kristen gave an overview of the program. This is their second Apprenticeship program. They were approved last year. She stated they need to make a simple typo correction that was on their curriculum. It has been fixed. They need to add OSHA 10, which they did add to their training plan. They added NFPA 70 to their training plan as well. Also, added union signatures to the revised appropriate form.
 - Tim Griffin questioned the count of the journey workers
 - Kristen answered and said they have two in one building and two in another building. The journeyman rotates. They have two buildings, one production and one furnace.
 - Jim Reese clarified that.
 - Motion made to approve with changes to be made.
 - Additional notes taken by Cristie DeWitt:
 - Berks CTC letter states it will support, needs to mention that it will be the RTI provider and that it understands the requirements of being an RTI provider for an apprenticeship program.
 - Have union sign Appendix A, page 4.

- Copying certifications to all appropriate areas – Add benchmarks for when industry recognized certifications are received in RTI schedule
 - Clarify if CBA speaks to ratio of apprenticeship, if ratio is not indicated in CBA, follow PA regulations.
- e) Haverfield International, Powerlineworker (trade addition) motion made by Timothy Griffin to not approve due to not meeting the standards, the quality of the on the job and the safety of the Apprentices. Barry Kindt made the motion to consider this program on our next meeting seconded by Katy Rittle.
- Some of these items listed may have been from first round of approval.
 - Replacing old curriculum with new.
 - Concern – not meeting standards of apprenticeship act -program states they are not altering down their program. Same quality as 8000 hours due to hiring process – accredited school replace 1 year of hrs.
 - Additional notes taken by Cristie DeWitt:
 - Modify hiring requirements in the recruitment section.
 - Use same job title throughout the document – Lineworker.
 - Add wage of \$50.00 to the paragraph proceeding the wage schedule chart.
- f) Pennsylvania College of Technology, Industrial Maintenance Mechanic Motion to approve with a program change maintenance mechanic.
- Change of Occupation Title for title representing gateway into mechatronics – ATO selected.
 - Fundamental maintenance skills.
 - Might need to be a PA only program
- g) Universal Academy, Electrician Motion to approve review of the program at the next meeting in order to fix changes. Seconded Roger Brubaker
- Page 14 probationary 100 hours should be OJL not RTI.
 - Page 15 remove dress code under qualifications for selection into program.
 - Section 7 take out although not required...use original verbiage.
 - Qualification and entry methods don't line up.
 - Page 15 UA language enrollment process.
 - Page 59 C2 update new language protected classification; need new EE language pledge.
 - Page 75 RTI Appendix G 576 RTI to match the 893 hours earlier is text (Standards sections)
 - Other items to question: page 16 Currently working and doing OJL – no verification required?
 - Page 15 conducting interviews inconsistent with from other agency contractors.

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

***Note recorded video was corrupted. The following notes were taken by Cristie DeWitt in draft format.*

- a) Harrisburg Area Community College, Computer User Support Specialist Motion to approve review of the program at the next meeting in order to fix changes.
- Remove cost to apprentice.
 - Correct OJL to 4000 hours.
 - Wage schedule should read duration 1000 hours, \$18.77 in entry wage rate sentence, wage % slightly off.
 - Pg 12 Section E remove interest in technology or otherwise explain how to measure.
 - Pg 22 spell out process and procedures and how to measure.

- Possibly change from Competency based to time based.
- b) Williamson Electric Inc., Electrician Motion to approve review of the program at the next meeting in order to fix changes.
- Better title would be residential electrician as it may be missing the industrial piece.
 - Eastern School of Arts and Tech instructor not a journeyman – not certified. What is his experience.
 - Apprentice asked to pay 50% of tuition – look into other models.
 - Perhaps finding a program sponsor would be a better route.
- c) The PlastekGroup, Plastic Injection Molding – Machine Maintenance Technician Motion to approve review of the program at the next meeting in order to fix changes.
- Program outlines a 3 year program but pg 6 RTI spells out four years
 - Pg 5 1A – Enhance the development of classes – RTI and Skills column not matching
 - Add Osha 10
 - Adjust wage percentages
 - Pg 7 Erie Tech misspelled
 - Pg 13 Outline the experience of the 33 journey workers who are not certified. Outline skills in detail.

Old Business

Nothing to Report

New Business

***Note recorded video was corrupted. The following notes were taken by Cristie DeWitt in draft format.*

- Tim Griffin requested:
 - Update or remove from distribution the vetting tool.
 - 50th anniversary apprenticeship.
 - Request of monthly report with all approved programs and active enrollments for updates.
 - Annual report including amount approved, industries, and statistics.
 - List programs who haven't registered any apprentices.
 - Vetting tool improvement for employers.

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

- Director Tara Loew gave staffing updates the department is about to send out a final offer to our Pre-apprenticeship manager and administrative officer. Joe Bass has transitioned to our Central Apprenticeship and Training representative position. We will soon be posting externally for the south east ATR. Cristie Dewitt has started as the Workforce Development Supervisor: Cristie's role is to supervise and support all of the apprenticeship and training representatives.
 - Additionally, we have been given permission to hire up to 13 new staff members and are currently working on developing those positions, but they will most likely include at least the following. An additional clerk. A Northern Region Apprenticeship and Training Representative. 3 additional statewide Apprenticeship and Training Representatives concentrating building and maintaining apprenticeship programs in special projects, nontraditional occupations, and potential concentration on specific industries. 2 Apprenticeship and Training Reps dedicated to compliance and provisional reviews. 2 Workforce Development analysts concentrating on data entry. 1 statewide apprenticeship and training rep that acts as a jobseeker liaison.
- Director Tara Loew stated the new webpage is active on PA Careerlink. The PA Careerlink webpage remains the main webpage to house our resources, however most council related material is located on the DOL webpage, including minutes, agendas, etc.

Report: Council Chairperson (Lisa Godlewski)

Adjournment

- Motion to adjourn by; seconded by. Approved unanimously. Meeting adjourned at 2:35pm.

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. Thursday September 9th, 2021. Virtual meeting information is found on the reoccurring invite.