

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL
DECEMBER 12, 2019
17th Floor Large Executive Office Conference Room
Labor and Industry Building
651 Boas Street, Harrisburg, PA
10:00 AM

Chairperson Lisa Godlewski called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 10:07 a.m.

PA APPRENTICESHIP AND TRAINING COUNCIL

Members in attendance (highlighted in yellow):

Employee Members

Tim Griffin
Roscoe Green**
Steve Columbus
Mike Neil**

Employer Members

Greg Chambers**
Mike McGraw
Roger Brubaker
Lisa Godlewski

Public Members

Barry Kindt
Katy Riddle**

**participated via conference call

PENNSYLVANIA DEPARTMENT OF LABOR AND INDUSTRY

Katherine Jones, Assistant Counsel for the Office of Chief Counsel
Eric Ramsay, Director for the Apprenticeship and Training Office
Eileen Cipriani, Deputy Secretary Workforce Development

U.S. DEPARTMENT OF LABOR

Ron Leonard

NOVEMBER 14, 2019 MINUTES

A motion to approve the November 12, 2019 meeting minutes was made by Mr. Griffin. Motion was seconded by Mr. Columbus.

PUBLIC COMMENT:

There were no public comments.

APPROVAL - 11.14.19 STANDARDS OF APPRENTICESHIP and TRADE ADDITIONS

MANUFACTURING:

AMAZON PRIME (INDIVID. JOINT)

Discussion: Rene Moncivaez. Council wanted an updated wage schedule. Updated wage schedule is attached. Detailed and confirmed Affirmative Action numbers have been added. MR. Columbus; page 22. What is the ratio for listing one apprentice to one journeyworker? Ramsay; this was an oversight. The standard 1 to 4 will be the ratio. Rene, Eric is correct. Mr. Columbus. Is there a letter from the RTI provider?

MR. Ramsay, yes. Mr. Chambers made motion to approve. Mr. Columbus second. All approved. Program has been approved.

HEALTHCARE:

CHRIST THE KING MANOR (INDIVID. NON-JOINT)

Discussion: Latrisha Cowan – council requested a flow chart be included in the packet. Flow chart has now been included in the package. Mr. Griffin; are they registered all the time for LPN or after they complete the RTI? Ms. Cowan, once they get to us they are registered but not until they get all of the RTI completed. Motion to approve. Mr. Columbus to approve. Mr. Brubaker second to approve. All approved. Program has been approved.

UNIVERSAL AUDENRIED (GROUP)

Discussion: Susan Thomas. Made appropriate changes as requested by the council. Mr. Columbus; is there an employer agreement? Mr. Mee, yes, the agreement is in the packet and signed. Motion to approve. Mr. Brubaker motion to approve. Mr. Chambers second. Mr. Griffin did not approve. Mr. Columbus abstained. Mr. Green, abstained. Mr. Neill opposed. Ms. Godlewski is now the tie breaker. Ms. Godlewski vote is to approve. Motion passes, program is approved.

TRADE ADDITIONS:

PENN COLLEGE OF TECHNOLOGY (GROUP)

Discussion: Chris Ray. There were questions pertaining to safety training and confined space; that being, is it awareness only? Mr. Ray; it is awareness because these programs are not confined space jobs. All that is needed for our occupation is awareness training. Mr. Columbus is satisfied with question on competencies. Mr. Brubaker made a motion to approve. Mr. Chambers second the motion. All approve. Program is approved.

JEVS HUMAN SERVICES (GROUP) MANUFACTURING

Discussion: Clara Console; addressing the questions from the past council meeting. Added a definition. Went to employers on wage increases and added the number of competencies needed to advance. Added competencies and added troubleshooting to tool and die maker. Mr. Chambers; machinist is 25% reduction. Normally this is a 4-year program but now it's competency based. How will they accomplish this in 3 years? Ms. Console; it is up to the supervisor to approve competencies in order for the apprentice to advance. Mr. Chambers; should be some minimum set by all employers but this is personal. Stephanie, according to NIMS credentialing all apprentices are required to complete a test. Stephanie is working with NIMS at this point to have them test on site. Motion: Mr. Chambers made a motion to approve. Mr. Griffin second. All approved. Program has been approved.

INITIAL REVIEW OF “STANDARDS OF APPRENTICESHIP”

MANUFACTURING

THADEUS STEVENS COLLEGE OF TECHNOLOGY (GROUP-NON-JOINT)

Mike Brady. Programs are finishing operator, wide format printer, and customer service representative. Mr. Griffin; is this paid or not? Mr. Brady; it will be paid. Mr. Columbus, are there three? Mr. Brady; yes, there are three. Mr. Columbus; how much

safety would they have? Mr. Brady; we will provide LO/TO training, emergency response, hazardous material, PPE (if needed). Only the operators are authorized to operate the machines. Plus, all employees get yearly safety training. Approx. 4 hours total. Mr. Columbus; “see attached plan for lift test”. I don’t see it. Mr. Ramsay had it to show to Mr. Columbus. Mr. Brady; yes, there was a lift study done. Mr. Griffin; what is the expected time to get through one of these programs? Mr. Brady, 4,000 hours or approx. 2 years as this is a competency-based program. Mr. Chambers, are you aligning the outcomes with industry programs and certifications? Mr. Brady, no, we use some of the PIA training but only for some of the training and not certifications. Mr. Chambers; thank you. Mr. Columbus; for the CSR, how do you select them? Mr. Brady it’s going to be based on their personal interest and ability. The hope is to introduce the students and to determine what program they might want to be involved with. Mr. Griffin; will students take all RTI before attending? Mr. Brady, not necessarily. Mr. Columbus would like to see safety detailed on the front side. Ms. Godlewski explained why safety is so important to the council members. Mr. Chambers; I would like some explanation on how to ensure the quality standards. There must be some kind of standard, so each employer is evaluating the same way. Mr. Brady; we are working with large companies that have specific standards. Mr. Chambers, I understand the logic. Mr. Chambers, again, how are you going to ensure employers are aligned. Mr. Chambers would like some quality standard one liner on the front end that maintains the quality of the candidate. Mr. Columbus recommends all apprentices get OSHA 10 training. Mr. Ramsay to Mr. Chambers; to answer your question. The employer agreement states that they will follow the standards. Mr. Chambers, thank you Mr. Ramsay. Ms. Godlewski; do we want to expedite the process or initial review and follow up: Mr. Griffin made motion to move to next month. Mr. Brubaker seconded the motion. Mr. Ramsay recap: Safety training on the front side. Mr. Chambers mentioned ensuring standards have a defined baseline. Moved to January.

WORKFORCE DEVELOPMENT

KEYSTONE DEVELOPMENT PARTNERSHIP (GROUP)

Stu Bass. Apprenticeship navigator program. Mr. Griffin; the language in the competencies isn’t clear in a lot of them. How do you measure that an apprentice has become familiar with each area of competency? Mr. Bass; identified journey workers and KDP mentors are working with the apprentices. A lot of hand holding between KDP, the employer and apprentice to help the apprentice become familiar. Mr. Griffin; it would help if you could make the language clearer. Mr. Griffin; I don’t see a letter from PSU. Mr. Bass, we do have one. Mr. Ramsay provided the letter from PSU. Mr. Columbus; Is that boiler plate language under the term of the apprenticeship? Mr. Ramsay; this is typical language. Ms. Godlewski; do we have a motion? Mr. Ramsay; make less subjective language. Mr. Griffin; change to “identify”, something that is measurable. Mr. Bass; that can be accomplished. Mr. Columbus, it looks very thorough. Mr. Griffin to move for approval in January. Mr. Brubaker second. Moved to January for approval.

CONSTRUCTION AND MAINTENANCE:

BERKS CTC (GROUP)

Reedy and Feeny. Overview by Taylor Feeny. 110 apprentices in attendance. Electrician program. Mr. Griffin; right now you have 4 programs. Are you the RTI provider for all of them? Feeny; yes, that is correct. Mr. Neill, under RTI, apprentices will not be paid while attending RTI. Will apprentices pay for the RTI classes? Feeny; yes, either the apprentice or the employer will pay for the RTI. Mr. Brubaker; what is the reasoning behind having your own program? Reedy; employers are having a hard time managing rapids so we are wanting to assist the employers. Brian Sheahan; small electrical contractor see a big benefit in having a group sponsor. MR. Neill; motion to follow procedures and move to next month. Mr. Columbus second. Motion to move to January. Motion approved. Moved to January for approval.

OLD BUSINESS

Discussion:

Ramsay. Some changes were discussed during the last council meeting; they will be out there for everyone to review at the next meeting.

NEW BUSINESS

Discussion:

Ramsay; I am going to be giving testimony for three potential legislations. Note: See additional details about the proposed legislation in the Chairman's Report.

DEPARTMENT OF EDUCATION

Not present.

APPRENTICESHIP AND TRAINING OFFICE DIRECTOR'S REPORT

Mr. Ramsay; 2019 ATO chairpersons report. Lisa, is there a motion to approve the Chairpersons Report? Mr. Chambers passed on a compliment to Mr. Ramsay and his staff for an outstanding year. Also, Mr. Chambers made a motion to approve the report. Mr. Brubaker seconded. Report approved.

WORKFORCE DEVELOPMENT DEPUTY SECRETARY'S REPORT

Ms. Cipriani discussed the release of PAsmart grant. Focus on minorities and females. Due back January 10th. Don't forget that DCED has grants out there all year. Also, if a business loses out due to foreign trade there is funding that can last up to 2 years for training.

Re-entry youth grants. There will be 9 of them. Announcement on December 20th.

U.S. DEPARTMENT OF LABOR

Mr. Leonard, thank you for attending national apprenticeship week events. We are currently looking at what went well and what could be improved and would appreciate any feedback from the council on what we can do better next year.

CHAIRMAN'S REPORT

Ms. Godlewski informed Council of the House Labor & Industry Committee hearing on December 17, 2019 to address HB 1746, 1840, and 2041 and encouraged Council members to

attend and listen to the arguments presented.

Ms. Godlewski said she wanted to go on record saying that Councilmember Brubaker, who is scheduled to testify at the hearing, can reference that he is in Council, but he should be sure to enter into the record that his testimony/opinions do not reflect the opinions of Council.

Ms. Godlewski asked Council to read the Memorandum by Representative Mike Tobash dated September 12, 2019 in which he says “My legislation will abolish the State Apprenticeship Council and defer that advisory capacity to the federal DOL, which publishes mandated standards. This change will improve the process for employers who wish to implement an apprenticeship program to train new skilled workers, save the Commonwealth money by eliminating an unnecessary state bureaucracy, and streamline the certification of highly skilled workers to join PA’s workforce.” This led to a conversation where it was suggested that the Commonwealth might want to look at the impact to taxpayers by comparing the nominal cost of the SAC to the amount of tax revenue collected because of employed apprentices.

Mr. Chambers raised the question if there was data concerning SACs versus BAT (Bureau of Apprenticeship & Training) states in regard to number of programs approved, number of apprentices enrolled, efficiency of approval process, etc. The Council agreed that would be valuable information. Mr. Godlewski said she made note of the question and would follow up.

Ms. Godlewski also read the portion of Tobash’s memo that said that “PA remains out of compliance with federal standards.” Mr. Ramsay informed Council that the Commonwealth received the proper approval to continue to operate as a State Apprenticeship Council (SAC) state, as do approximately 26 other states.

The conversation concluded with Godlewski encouraging Council members to again attend the hearing. Mr. Ramsay said he would report back to the Council following the hearing.

SUB-COMMITTEE REPORT

Did not meet.

ADJOURNMENT

Motion to adjourn.

Mr. Columbus made a motion to adjourn. Mr. Griffin second. Motion carried. Meeting adjourned at 11:59 AM.

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 10:00a.m. January 9, 2019 in the 17th Floor Conference Room of the Labor & Industry Building at 651 Boas Street in Harrisburg, Pennsylvania.