

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL

June 14th, 2018

17th Floor Large Executive Office Conference Room

Labor and Industry Building

651 Boas Street, Harrisburg, PA

10:00 AM

Mike Schurr called the meeting of the Pennsylvania Apprenticeship and Training Council to order at 10:00 a.m.

PA APPRENTICESHIP AND TRAINING COUNCIL

Members in attendance:

Employee Members

Steve Columbus
Roscoe Green
Mike Neill
Mike Schurr

Employer Members

Roger Brubaker
Greg Chambers
Lisa Godlewski
Michael McGraw

Public Members

Barry Kindt
Katy Rittle

PENNSYLVANIA DEPARTMENT OF LABOR AND INDUSTRY

Pete Getzie, Deputy Chief Counsel for the Office of Chief Counsel

Eric Ramsay, Director for the Apprenticeship and Training Office

Ruben Pachay, Director for the Bureau of Workforce Partnership and Operations representing the Workforce Deputy Secretary

SWEARING IN OF NEW COUNCIL MEMBER

Jennifer Berrier, Deputy Secretary for Safety & Labor Management Relations, swore in new council member, Katy Rittle.

MAY 10, 2018 MINUTES

A motion to approve the May 10, 2018 meeting minutes was made by Ms. Godlewski. Motion was seconded by Mr. Chambers. All in favor. Motion carried.

PROGRAM STANDARDS

• **MANUFACTURING**

COMMUNITY COLLEGE OF ALLEGHENY COUNTY (GROUP, NON-JOINT)

Deb Killmeyer presented the program to council. Ms. Killmeyer noted that the Pittsburgh college has four campuses and four centers, that offer associate's degrees, certificates and diploma programs. The college currently provides instruction to 1,700 apprentices in seven

union trades that assist medium sized companies. They stress safety courses that are embedded throughout the program. The program offers prior training assessment for college credits. Ms. Killmeyer emphasized that the program strives toward team work and team building. Council complimented the program for the communication focus in the related technical instruction. Following discussion, there was a motion to approve by Mr. Chambers and seconded by Mr. McGraw. All in favor. Motion carried.

DMI COMPANIES (INDIVIDUAL, JOINT)

Katie Hager presented the program to council. Ms. Hager explained that this new venture provides opportunity to existing employees in order for them to advance in their career. She proceeded to describe the four-year process they had in order. The first year would be general manufacturing knowledge, the second and third would include maintenance and the fourth year would teach them about robotics, automation, etc. There was a question brought to the table by Mr. Chambers about the aptitude test, and Ms. Hager clarified that the test is not in place yet but they are working with CTC and local PACL to establish it. There was also discussion regarding the average journeyworker's wage. It was explained that the projected wage four years from now would have \$24.03 as a minimum. It's common for programs to include current wages and that schedules can be updated in the future. Mr. Chambers asked if any industrial credentials would be in place during the program. Ms. Hager explained that courses with credentials did not align with goal of specific job skills needed by the employer. Following discussion, there was a motion to approve by Mr. Chambers and seconded by Mr. Columbus. All in favor. Motion carried.

ELIZABETH CARBIDE DIE CO. INC. (INDIVIDUAL, JOINT)

Cheryl Ragan presented the program to council. Ms. Ragan shared that Elizabeth Carbide Die Co. Inc. would like to reinstate their program with New Century Careers as the related technical instruction provider. This would be a four-year program that would include intensive on the job training throughout the shop. For each area, there will be skill development and observation to run the machine. Once they can perform the task, they will get approval and move to the next area. Mr. Chambers commented that there was no CNC in the on the job training. Ms. Ragan acknowledged the oversight and will correct the work process. Council questioned the wage scale. Mr. Ron Leonard, Multi-State Navigator for the US DOL Office of Apprenticeship, verified that it was appropriate to use the wage that the core group of journeyworkers would earn. Ms. Ragan was asked to change the word minimum to average. Following discussion, there was a motion to approve by Mr. Kindt and seconded by Mr. Brubaker. All in favor. Motion carried.

- **CONSTRUCTION**

AXCESS ELECTRIC (INDIVIDUAL, NON-JOINT)

Richard Carpenter and Troy Herr presented the program to council. Mr. Carpenter explained that they would like to offer electrical, industrial and mechanical training with over 60 employees. There would be training when the apprentices started and then multiple annual trainings. Also, they would offer the classroom portion online through Michigan State and Tooling U. Mr. Carpenter mentioned that there would be two different programs to complete the certification. There were many concerns coming from council regarding the online training. Council was concerned that there was no lab training in house. It was strongly

recommended that apprentices get hands on training in a classroom before working at job sites. Following discussion, there was a motion to approve by Mr. Kindt and no second. A motion to deny by Mr. Neill was seconded by Mr. Green and voted in favor of by the council. There was a roll call on the vote that resulted in five members in favor and four opposed. Motion carried.

THE TILE STUDIO, INC. (INDIVIDUAL, NON-JOINT)

Dave Mastrangelo was in attendance and presented the program to council. Mr. Mastrangelo explained how his father has been growing this small tile company for 42 years, and he is now taking over. He would like to grow this family business to be commercial sized. He is trying to find people for the tile program to grow, train and retain them. The Tile Studio wants to offer their workers sustainable wages for a great career. For the tile finishers, it would be a two-year hybrid program with 65 percent in the warehouse. Tile setters would be responsible to complete a three-year program. At the end of the program, everyone must complete a certified installer test which is a vigorous hands on test and online questions. Mr. Chambers highly recommended that “Others: As Appropriate” be removed from Section 10 of the standards, Qualifications for Apprenticeship, due to the concern of leaving the process undefined. Mr. Mastrangelo agreed to remove it from the standards. Mr. Kindt brought forth concern regarding the wage schedule. It was recommended that the average, entry journeyworker wage be listed as \$38.00. Following discussion, there was a motion to approve by Mr. Chambers and seconded by Ms. Rittle. All in favor. Motion carried.

ASSOCIATED MASTER PLUMBERS OF ALLEGHENY COUNTY (GROUP, NON-JOINT)

John Cummings presented the program to the council. Mr. Cummings explained that the association would like to establish a four-year program to train plumbers. This program would offer nine different certifications to use in the workforce. The apprentice must meet the criteria in order to advance to the next year. After 8,000 working hours, they take the plumbers exam to become licensed for the county. The association has one employer in place and seven to eight others that are interested in getting involved. Following discussion, there was a motion to approve by Mr. McGraw and seconded by Ms. Godlewski. All in favor. Motion carried.

- **HEALTH CARE**

HEALTH CAREERS FUTURES (GROUP, NON-JOINT)

Nancy Zionts presented the program to the council. Ms. Zionst explained that this is their first apprenticeship program for fellowship, training, etc. She shared that there will not be a lot of clinical training, and that the apprentices would be working in homes. This program will provide skill and upskilling in low wage jobs for people who are poor. She added that many of these people who are less fortunate can’t drop what they are doing to go to school so this program provides them with another opportunity. It was recommended that “Others: As Appropriate” be removed from Section 10 of the standards, Qualifications for Apprenticeship, due to the concern of allowing open-ended language. Following discussion, there was a motion to approve by Mr. Chambers and seconded by Mr. Columbus. All in favor. Motion carried.

- **TRADE ADDITION**

OBERG INDUSTRIES (INDIVIDUAL, NON-JOINT)

Linda Wood presented the program to council. Oberg Industries manufactures precision components and tooling made from a variety of materials using a blend of advanced manufacturing practices and cutting-edge methods. The company is interested in adding two new occupations, wire electrical discharge machine operator and sinker electrical discharge machine operator. A typo regarding the supervision of apprentices will be fixed to reflect four journeyworkers to one apprentice. Following discussion, there was a motion to approve by Mr. Neill and seconded by Mr. Green. Mr. Chambers abstained from the vote, all others were in favor. Motion carried.

PHILADELPHIA SCHOOL DISTRICT (INDIVIDUAL, JOINT)

Paul Bonewicz presented the program to council. Mr. Bonewicz also presented last month, but the program was tabled until this meeting. The school district would like to add HVAC and pipefitter occupations to their program to create a pathway for rehire in the future. Their collective bargaining agreement has no apprenticeship language. A memorandum of understating would establish a ratio of 1:1. They would work in a two-person team of journeyworker and apprentice for both in class and on the job. Some members felt that a 1:1 ratio is unsafe and that many unions operate a 1:3 or 1:4 ratio. Following discussion, there was a motion to deny by Mr. McGraw and seconded by Mr. Neill. There was a roll call on the vote that resulted in five members in favor and four opposed. Motion carried.

OLD BUSINESS

- **MODIFICATION REQUEST – PHILADELPHIA SCHOOL DISTRICT**

Paul Bonewicz presented the modification to council. Mr. Bonewicz shared that the school district is looking for a modification on two programs, electrical and plumbing. These programs were approved in the past but would like to change the ratio to 1:1. They need to modify the ratio to sustain growth. Eric Ramsay noted that the modification was advertised for fifteen days as required, and no public comments were received. It was stated that the PA regulations include the following, “The ratio of apprentices to journeymen should be consistent with proper supervision, training, and continuity of employment or applicable provisions in collective bargaining agreements.” Following discussion, there was a motion to approve by Mr. Brubaker and seconded by Mr. Kindt. There was a roll call on the vote that resulted in four members in favor and five opposed. The motion was denied. There was another motion to deny by Mr. McGraw and seconded by Mr. Neill. There was a roll call on the vote that resulted in five members in favor and four opposed. Motion carried.

- **MODIFICATION REQUEST – MAHONING VALLEY MANUFACTURERS COALITION**

Brenda Vogley presented the modification request to council. The coalition is interested in updating their ratio to 1:1 for the existing multiple occupations in their program. Mr. Ramsay noted that the modification was advertised for fifteen days as required, and no public comments were received. Following discussion, there was a motion to approve by Mr. Kindt which was seconded by Mr. Brubaker. Three members were in favor, five were opposed and Ms. Rittle abstained from the vote. The motion was denied. There was another motion to

deny made by Mr. Columbus and seconded by Mr. McGraw. Five members were in favor, three were opposed and Ms. Rittle abstained from the vote. Motion carried.

- **RE-ACTIVATION OF GLOBAL ADVANCED METALS**

Global Advanced Metals' program was cancelled in RAPIDS during May 2013 because there were no apprentices enrolled since 2006. The program was originally registered on July 16, 1991. The federal government cancelled inactive programs to clean up the database. The program did not have any violations. They are looking to re-activate their program because they have individuals that would like to be trained. Council would like all programs that have been inactive for ten or more years to update their standards. Steps outlined to re-instate a program include presentation before council, review of updated standards and a provisional review sooner than one year. They agree to update their standards and have them reviewed. Following discussion, there was a motion to approve the process by Mr. Chambers and seconded by Mr. Green. All in favor. Motion carried.

NEW BUSINESS

Mr. Ramsay discussed the fact that there seem to be apparent gaps between what the regulations require versus what council would like to see in programs. An example from today's meeting would be the lab requirement in the related technical instruction. If PA Apprenticeship and Training Office (ATO) can better understand the council's expectations, the more effective the office can be with technical assistance. Council stated that they will consider his request. Mr. Leonard suggested that Jim Foti, Regional Director for USDOL/ETA Office of Apprenticeship, share information and best practices regarding ratio acceptance for programs with a collective bargaining unit with council. Mr. Foti is currently part of a task force that has studied ratio. A document will be shared before the council meeting, and council can submit questions to be answered beforehand to ensure a purposeful discussion.

DEPARTMENT OF EDUCATION

Nothing reported.

U.S. DEPARTMENT OF LABOR

Mr. Leonard informed the group that ATO was presented an Outstanding Community Partner award by District 1199C Training & Upgrading Fund at the Kimmel Center in Philadelphia. The District 1199C Training & Upgrading Fund's program and class offerings are based on the needs of both the healthcare industry and its employers.

The 2018 National Apprenticeship Week is slated for November 12 through November 16. This is a perfect opportunity to promote and attract people who don't know about apprenticeship.

Mr. Leonard attended The Tradeswomen of SEPTA presentation. This group works in collaboration with USDOL Women's Bureau and receives Technical Assistance from the Office of Apprenticeship Region 2 in support of an emerging initiative to expand opportunities in advanced manufacturing, construction and transportation to promote and develop apprenticeships

and pre-apprenticeships. The list of attendees was surprisingly large and comprehensive. In all, about twenty people attended. PA Apprenticeship and Training Field Representative, Lisa Vicente, attended on behalf of ATO.

Mr. Leonard advised that the Urban Institute is building national frameworks for registered apprenticeships in a wide array of occupations. The frameworks are drafted in cooperation with employers, educators, and other workforce and training experts. The goal is to broaden the number and scope of registered apprenticeships. Others can use the frameworks to fast-track the development of their own registered apprenticeships. The frameworks are competency based to emphasize abilities.

APPRENTICESHIP AND TRAINING OFFICE DIRECTOR'S REPORT

Mr. Ramsay also spoke about the award given by the District 1199C Training & Upgrading Fund. He explained that the program promotes diversity and supports overcoming barriers. He attended their annual graduation ceremony recently and was inspired by the energy in the room. The Mayor of Philadelphia really supports apprenticeship.

ATO is planning the state's inaugural Apprenticeship Summit for September 25th and 26th, 2018 at the Radisson Hotel in Harrisburg. The event will bring together apprenticeship experts from across the country, workforce professionals as well as current and potential programs from across the state. A panel and keynote speaker are being planned for the first day with a focus on a workshop for career pathways on the second day. More information will be shared in July.

Sara Gligora, William Penn Fellow, and Kathy Raptosh, PA Apprenticeship and Training Field Representative, attended the Eastern Seaboard Apprenticeship Conference in Connecticut the week of June 4, 2018. Sessions highlighted what is happening in apprenticeship such as expanding to more non-traditional areas and moving towards hybrid and competency based training. A "State of the State Reports" was distributed to council members.

WORKFORCE DEVELOPMENT DEPUTY SECRETARY'S REPORT

Ruben Pachay spoke on behalf of Deputy Secretary Cipriani. Mr. Pachay mentioned that the department is encouraging council members to attend the Apprenticeship Summit. The department is also picking up momentum for registered apprenticeship by partnering with the Department of Human Services (DHS) to utilize their funding to place participants into apprenticeship. Their participants are presented with barriers to employment, and DHS feels that apprenticeship is a good opportunity to step forward from soft skills into the workforce.

The department also introduced a public facing webpage for apprenticeship on the state's JobGateway website. JobGateway will promote public awareness for the apprenticeship program. Mr. Pachay advised that Mr. Ramsay spoke with the Bureau of Workforce Partnership and Operation's regional managers to ensure that registered apprenticeship employment opportunities are included as job postings on the site. This will put more opportunities on the forefront.

PUBLIC COMMENT

None.

CHAIRMAN'S REPORT

Mr. Schurr explained that for the last couple months, many council members struggled with hearing about a program and then having to vote within the next five minutes. He thinks it would be better to hear about a program first and then vote on it during the next meeting. This will be discussed more at the July meeting.

Mr. Schurr shared that he would like to transition himself off the board and would like to appoint a new chairman and vice-chairman. Mr. Schurr suggested Ms. Godlewski as the new chairman, she accepted. Mr. Neill suggested Mr. Schurr as vice-chairman, he accepted.

ADJOURNMENT

Mr. McGraw made a motion to adjourn the meeting, which was seconded by Mr. Chambers. All in favor. Motion carried. The meeting was adjourned at 1:01 p.m.

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 10:00a.m. July 12, 2018 in the 17th Floor Conference Room of the Labor & Industry Building at 651 Boas Street in Harrisburg, Pennsylvania.