

PENNSYLVANIA APPRENTICESHIP AND TRAINING COUNCIL

May 10th, 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

Mike Schurr
Mike Neill
Steve Columbus
Roscoe Green

Employer Members

Lisa Godlewski
Roger Brubaker
Greg Chambers
Michael McGraw

Public Members

Roy Christ
Barry Kindt

**conference call

PENNSYLVANIA DEPARTMENT OF LABOR AND INDUSTRY

Pete Getzie, for the Office of Chief Counsel
Katherine Jones, for the Office of Chief Counsel
Eric Ramsay, Director for the Apprenticeship and Training Office
Eileen Cipriani, Workforce Deputy Secretary
Robert V. O’Brien, Executive Deputy Secretary of L&I

Swearing in of New Council Members

Robert O’Brien, Executive Deputy Secretary of L&I swore in new council members, Greg Chambers, Barry Kindt, and Roger Brubaker.

March 8th, 2018 MINUTES

A motion to approve the March 8th, 2018 meeting minutes was made by Mr. McGraw. Motion was seconded by Mr. Columbus. All approved. Motion carried.

PROGRAM STANDARDS

MANUFACTURING

- **Rhoads Industries (INDIVIDUAL JOINT)**
Randy McCullough and James Hall presented the program to council. Mr. Hall is

President of the Boilermakers and has been working with Rhoads and Mr. McCullough to develop their program. Mr. McCullough explained that Rhoads expects to double their workforce over the next few years and need highly skilled workers for the job. Hiring apprentices will help to build their workforce. The company has worked with Philadelphia Works and is dedicated to hiring from the community. Discussion about the OJT hours and RTI portion of the program took place. Mr. McCullough addressed concerns and shared that the RTI will be provided by Delaware Community College, who is part of the Collegiate Consortium. Following discussion, there was a motion to approve by Mr. Chambers and seconded by Mr. Columbus. All approved. Motion carried.

SCIENCE

- **Pharmaceutical Product Development, LLC (PPD) (Individual Non-Joint)**
Katharine Barrack presented via conference line to the council. Ms. Barrack shared that PPD is hoping to register their Clinical Research Associate (CRA) program. PPD has locations across the globe and their apprenticeship program has been successful in many of these locations. They hope to expand their apprenticeship program and would like to bring it to three locations in PA; Blue Bell, Wayne, and Horsham. Typically, CRA's require a great deal of experience or a degree. The company's apprenticeship program allows individuals with diverse backgrounds to gain the experiences and skills they need. The program is 12 months and competency based. Council discussed the program and raised questions about the length of the program and where the RTI took place. Ms. Barrack shared that the 12-month time frame was based off typical training required for a CRA and has proved successful thus far with their current apprentices. She also shared that the RTI would take place in the classroom, on-line through self-instruction, and on-line via live classes. Following discussion, there was a motion to approve by Mr. Chambers and seconded by Ms. Godlewski. All approved. Motion carried.

TRADE ADDITION

- **IBEW 375 (GROUP JOINT)**
Robert Franklin presented to the council. Mr. Franklin shared that IBEW has had an existing industrial/commercial apprenticeship program for 74 years and currently has 600 journeymen and 90 registered apprentices. There is now a need for a residential electrician program as most of these workers are older and will be eventually retiring. There is a lack of younger workers to fill these spots. This will be a three-year program and the RTI component will occur in the same facility as the other program but with different instructors. The program's ratio was discussed and Mr. Franklin shared that at the moment the ratio is 6:1 but this will be different for the residential program as there are less journeymen. Following discussion, there was a motion to approve by Mr. Neil and seconded by Mr. McGraw. All approved. Motion carried.
- **Oberg Industries (Individual Non-Joint)**
Council Member Greg Chambers was present to discuss the program. Mr. Chambers

said he would recuse himself from the council in regards to this program. The Department's Legal Counsel Representative, Pete Getzie informed Council Chairman, Mr. Schurr, that someone else would need to present Oberg's program to the council. Following discussion, there was a motion to table this issue for the next meeting by Mr. Christ and seconded by Mr. Green. All approved. Motion carried.

- **The School District of Philadelphia (Individual Joint)**

Paul Bonewicz, Robert Hunter, and Alfred Howard presented to the council. Mr. Hunter shared that the school district currently has an electrical/plumbing apprenticeship program and that they would like to expand and include HVAC and Pipefitter programs. The program uses CTC students who work directly for the district's maintenance department. The training will take place internally and follow the same framework as the existing electrical/plumbing programs. Council raised questions regarding the program's 1:1 ratio and concern with the safety of this ratio. Mr. Hunter explained that the 1:1 ratio allows for re-occurring classes each year and that this will be the ratio for the current programs as well. Mr. Ramsay shared that the program has submitted a modification of their ratio as their CBA has been amended for a 1:1 ratio and that this will be addressed under new business at another point in the meeting. Following discussion there was a motion to table for the next meeting by Mr. McGraw and seconded by Mr. Christ. All approved. Motion carried.

OLD BUSINESS

A motion was made to break to Executive Session by Mr. Chambers. Motion was seconded by Mr. Green. All approved. Motion carried. Anyone not on the Council besides Mr. Ramsay was asked to leave the room. Executive Session was ended and other meeting guests were invited back into the room.

NEW BUSINESS

Mr. Ramsay Discussed the modification requests that had been submitted to the council. Modifications were submitted by Mahoning Valley Manufacturing Coalition, who is seeking to change their non-CBA ratio of 4:1 to 1:1, and The School District of Philadelphia who is seeking to change their CBA ratio of 4:1 to 1:1. Mr. Ramsay explained the process for reviewing these modifications to the council. The request for modifications will be posted online to the Department's website and open for public stakeholder comment. Responses will be submitted to council. Council will then have time to review the information and at the next meeting will vote to approve or deny the modification.

DEPARTMENT OF EDUCATION

Lee Burkett and Tamalee Brassington presented to the council. Ms. Brassington presented information to the council regarding Nurse Aide Training programs. She shared that in PA Nurse Aides can be trained in as little as 80 hours and that nurse aide training hours don't transfer to other nurse training programs. She suggested that it may be a disservice to an individual to take part in a 2,000-hour apprenticeship program when they only need 80 hours to

be fully trained. Mr. Ramsay suggested that Nurse Aide Training could be built into an apprenticeship program in a way that it becomes part of a career pathway. Council discussed how nursing apprenticeship programs can be built to address this issue.

U.S. DEPARTMENT OF LABOR

Ron Leonard shared that the federal taskforce was to have its final meeting that day. Mr. Leonard also shared that Manufacturing day will be Friday, October 5th.

APPRENTICESHIP AND TRAINING OFFICE DIRECTOR'S REPORT

Eric Ramsay shared that the council had been sent a letter from Local 98 with suggestions for the council meetings. Mr. Ramsay will share these letters with each council member to review. Some of the suggestions made in the letter will be reviewed and changes will be made if possible. There are changes that have been suggested that cannot be made because of laws and regulations already in place.

Mr. Ramsay also shared, that two ATO staff members will be attending the ESAC Conference in June and presenting the state of the state report.

The ATO is planning an inaugural apprenticeship summit which is planned for September 25th and 26th at the Radisson Hotel Harrisburg. This will be a two-day event with speakers, panels, and workshops.

PUBLIC COMMENT

Victor Monaco from the IBEW Local #98 attended the meeting to provide public comment. He addressed the suggestions made to the council in the letter submitted by local 98. He asked that the agenda for meetings be made available online for the public prior to the meeting. The Sunshine act requires it be posted three days before.

Mr. Timothy Browne from the IBEW Local #98 attended the meeting to provide a public comment. He addressed the concern of having program sponsors present in-person to present to the Council and asked Ms. Cipriani how often programs from other states are required to present their programs. She shared that it was rare and Mr. Brown reiterated that program sponsors should have a representative present at meetings. Mr. Browne also shared that he will be researching apprenticeship ratios.

WORKFORCE DEVELOPMENT DEPUTY SECRETARY'S REPORT

Eileen Cipriani discussed the ATO's upcoming apprenticeship summit. Ms. Cipriani discussed working with the state board to share with them more information about apprenticeship. At the board's next meeting the ATO will be presenting information and discussing apprenticeship.

Mr. Ramsay is working with the state board to evaluate pre-apprenticeship programs across the Commonwealth and best practices of these programs.

CHAIRMAN'S REPORT

Nothing reported.

ADJOURNMENT

Mr. Kindt made a motion to adjourn the meeting, which was seconded by Mr. Chambers. All approved. Motion carried, meeting adjourned at 12:25 p.m.

The next meeting of the Pennsylvania Apprenticeship and Training Council is scheduled for 10:00a.m. June 14th, 2018 in the 17th Floor Conference Room of the Labor & Industry Building at 651 Boas Street in Harrisburg, Pennsylvania.