



# Advisory Committee on Apprenticeship (ACA) Meeting

September 12, 2024







# Call to Order, Welcome, and Roll Call



**Robert (Rob) Cherry, Jr.**  
ACA Chairperson  
CEO, Partner4Work



## ACA Co-Chairs



**Noel Ginsburg**  
ACA Employer Co-Chair  
Founder/CEO,  
CareerWise USA



**Bernadette (Bernie)  
Oliveira-Rivera**  
ACA Labor Co-Chair  
Assistant Director, LIUNA  
Training & Education Fund



## Member Roll Call – Employer Representatives

- **Melissa (Missy) Henriksen**, Executive Director, Center for Energy Workforce Development
- **Amy Kardel**, Vice President, Higher Education and Government Strategy, The Computing Technology Industry Association (CompTIA) (**virtual**)
- **Mario Kratsch**, Vice President, German American Chamber of Commerce of the Midwest, Inc.
- **Karmela Malone**, Senior Vice President, The Hartford (**virtual**)



## Member Roll Call – Employer Representatives

- **Michael (Mike) Russo**, President and CEO, National Institute for Industry and Career Advancement
- **Kelly Schulz**, CEO, Maryland Tech Council (**virtual**)
- **David (Dave) Scott**, Construction Industry Advocate, Encore Electric, Inc.
- **Daniel (Dan) Serota**, Vice President of Government and Public Affairs, Aon
- **Randi Wolfe, PhD**, Executive Director, Early Care & Education Pathways to Success



## Member Roll Call – Labor Representatives

- **Raymond (Ray) Boyd**, Training Director, United Association  
(**virtual**)
- **Daniel Bustillo**, Deputy Executive Director, 1199SEIU Training and  
Employment Funds (**virtual**)
- **Jamaine Gibson**, Director of Apprenticeships and Workforce  
Development, Amalgamated Transit Union, AFL-CIO/CLC
- **Stephanie Harris-Kuiper, PhD**, Executive Director of the Training  
& Development Fund District 1199J, American Federation of State,  
County, and Municipal Employees



## Member Roll Call – Labor Representatives

- **Janis (Jan) Hochadel**, Vice President, American Federation of Teachers, and Connecticut State Senator
- **Shannon McCann**, Executive Committee Member, National Education Association
- **Anton Ruesing**, Executive Director LMC/FTI, International Union of Painters and Allied Trades
- **Todd Stafford**, Executive Director, Electrical Training ALLIANCE
- **Liz Weiss**, Deputy Director, AFL-CIO Working for America Institute



## Member Roll Call – Public Representatives

- **Cristina (Tina) Barillas-McEntee**, Director, Tradeswomen Building Infrastructure Initiative of Chicago Women in Trades National Center for Women's Equity in Apprenticeship and Employment
- **Todd Berch**, President, National Association of State and Territorial Apprenticeship Directors (NASTAD)
- **Karen Dove**, Executive Director, ANEW
- **Kate Kreamer**, Executive Director, Advance CTE
- **Lee Lambert**, Chancellor, Foothill-De Anza Community College District (**virtual**)





## Member Roll Call – Public Representatives

- **Shana Peschek**, Executive Director, Machinists Institute
- **Traci Scott**, Vice President of Workforce Development, National Urban League
- **Taylor White**, Director, Partnership to Advance Youth Apprenticeship & Postsecondary Pathways for Youth, New America
- **Orrian Willis**, Senior Workforce Development Specialist, City and County of San Francisco



## Member Roll Call – Ex Officio Representatives

- **David Langdon**, Deputy Director, Office of the Secretary/Policy and Strategic Planning, U.S. Department of Commerce (**virtual**)
- **Amy Loyd** (primary), Assistant Secretary, Office of Career, Technical, and Adult Education (OCTAE) (**virtual**), and **Luke Rhine** (secondary), Deputy Assistant Secretary, OCTAE, U.S. Department of Education
- **Betony Jones**, Labor Advisor to Secretary Granholm – Office of Energy Jobs, U.S. Department of Energy (**virtual**)



## Member Roll Call – Ex Officio Representatives

- **Angela Ramirez**, Deputy Chief of Staff, U.S. Department of Health and Human Services (**virtual**)
- **Paige Shevlin**, Strategic Advisor for Infrastructure Workforce Development, U.S. Department of Transportation (**virtual**)
- **Latonia Page**, Deputy Associate Director for Talent Acquisition, Classification, Veterans Programs, U.S. Office of Personnel Management (**virtual**)



# Agenda Overview & General Housekeeping



**John V. Ladd**

**U.S. Department of Labor**

Administrator, Office of Apprenticeship  
Employment and Training Administration

Designated Federal Official (DFO)







# Agenda Overview

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## 8:30 a.m. – 9:30 a.m. ACA Meeting Kickoff

### **Call to Order, Welcome, and Roll Call**

- Robert (Rob) Cherry, CEO, Partner4Work, and ACA Chairperson

### **ETA Opening Remarks**

- José Javier Rodríguez, Assistant Secretary, Employment and Training Administration
- Manny Lamarre, Deputy Assistant Secretary, Employment and Training Administration

### **Welcome from Local Hosts**

### **Opening/Welcoming Remarks**

- Honorable Edward (Ed) Gainey, Mayor of Pittsburgh
- Sara Innamorato, Allegheny County Executive

### **Group Photo**

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# Agenda Overview

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9:30 a.m. –  
10:30 a.m.

## **Agenda Overview & General Housekeeping**

- John Ladd, Administrator, Office of Apprenticeship, and Designated Federal Official (DFO)

## **Apprentice Testimonials**

- Dominic (Dom) Ragghianti, Cyber Analyst (Journeyworker), GrayMatter
- Nathan (Nate) McAfee, Polymer Process Technician (Third-Year Apprentice), VEKA Inc.
- Julia Corbett, Polymer Process Technician (First-Year Apprentice), VEKA Inc.

## **Panel – Pittsburgh Workforce Hub: Lessons Learned and the Role of Pennsylvania's Apprenticeship System in Connecting Workers to Good Jobs**

### *Facilitator:*

- Susie Puskar, Chief Operating Officer, Partner4Work

### *Panelists:*

- Felicity Williams, Deputy Chief of Staff, Office of the Mayor Edward C. Gainey
- Kerry McQuone, Chief Marketing Officer, GrayMatter
- Rachel Mauer, German American Chamber of Commerce Pittsburgh Chapter
- Tara Loew, Director of the Apprenticeship and Training Office, Pennsylvania Department of Labor and Industry



# Agenda Overview

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**10:30 a.m. – 10:45 a.m. Break**

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**10:45 a.m. – 12:15 p.m. ACA Full Committee Open Discussion: Implications for System Building Efforts**

- Recap and takeaways from site visits
- Takeaways from morning panel
- Prep for sector caucus breakout session

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**12:15 p.m. – 2:00 p.m. Sector Caucus Breakout Session and Working Lunch**

- Employer reps (Room #623)
- Labor reps (Room #624)
- Public reps (Multipurpose Room)

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**2:00 p.m. – 3:00 p.m. Sector Caucus Report Outs and Discussion: System Building Elements**

- 5-minute report out presentations from each sector caucus
- Full committee discussion

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**3:00 p.m. – 3:15 p.m. Break**

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**3:15 p.m. – 3:45 p.m. Ex Officio Report Outs**

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# Agenda Overview

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**3:45 p.m. – 4:15 p.m.    OA and NASTAD Updates**

- NASTAD updates
  - The Road Ahead: Planning for balance of the term
  - Next Meeting: Virtual winter meeting (tentatively December-February)
  - Status of previous term recommendations
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**4:15 p.m. – 5:00 p.m.    Meeting Wrap Up**

- Public comment
  - Adjourn
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# Apprentice Testimonials



**Dominic (Dom)  
Ragghianti**

**Cyber Analyst  
(Journeyworker)**

GrayMatter



# Apprentice Testimonials



**Nathan (Nate) McAfee**  
Polymer Process  
Technician (Third-Year  
Apprentice)

VEKA Inc.



# Apprentice Testimonials



**Julia Corbett**  
**Polymer Process  
Technician (First-Year  
Apprentice)**

VEKA Inc.



# ETA Welcoming Remarks



**José Javier Rodríguez**  
U.S. Department of Labor  
Assistant Secretary  
Employment and Training Administration







# ETA Welcoming Remarks



**Manny Lamarre**  
U.S. Department of Labor  
Deputy Assistant Secretary  
Employment and Training Administration





# Opening/Welcoming Remarks



**Honorable Edward (Ed) Gainey**  
Mayor of Pittsburgh



# Opening/Welcoming Remarks



**Sara Innamorato**  
Allegheny County Executive



# Panel – Pittsburgh Workforce Hub: Lessons Learned and the Role of Pennsylvania's Apprenticeship System in Connecting Workers to Good Jobs



## Facilitator

**Susie Puskar**, Chief Operating Officer, Partner4Work

## Panelists



### **Felicity Williams**

Deputy Chief of Staff, Office  
of the Mayor Edward C.  
Gainey



### **Kerry McQuone**

Chief Marketing Officer,  
GrayMatter



### **Rachel Mauer**

President,  
German American Chamber  
of Commerce Pittsburgh  
Chapter



### **Tara Loew**

Director of the Apprenticeship and  
Training Office, Pennsylvania  
Department of Labor and Industry



# Group Photo



**Break  
15 Minutes**





# ACA Full Committee Open Discussion

## Implications for System Building Efforts

- Recap and takeaways from site visits
- Takeaways from morning panel
- Prep for sector caucus breakout session



# Sector Caucus Breakout Session and Working Lunch

- Employer reps (Room #623)
- Labor reps (Room #624)
- Public reps (Multipurpose Room)



# **Sector Caucus Report Outs and Discussion: System Building Elements**

- 5-minute report out presentations from each sector caucus
- Full committee discussion



**Break  
15 Minutes**



# Ex Officio Report Outs

- **David Langdon**, Deputy Director, Office of the Secretary/Policy and Strategic Planning, U.S. Department of Commerce (**virtual**)
- **Amy Loyd** (primary), Assistant Secretary, Office of Career, Technical, and Adult Education (OCTAE) (**virtual**), and **Luke Rhine** (secondary), Deputy Assistant Secretary, OCTAE, U.S. Department of Education
- **Betony Jones**, Labor Advisor to Secretary Granholm – Office of Energy Jobs, U.S. Department of Energy (**virtual**)
- **Angela Ramirez**, Deputy Chief of Staff, U.S. Department of Health and Human Services (**virtual**)
- **Paige Shevlin**, Strategic Advisor for Infrastructure Workforce Development, U.S. Department of Transportation (**virtual**)
- **Latonia Page**, Deputy Associate Director for Talent Acquisition, Classification, Veterans Programs, U.S. Office of Personnel Management (**virtual**)





# NASTAD Updates





# Plan for ACA Activities

## The Road Ahead

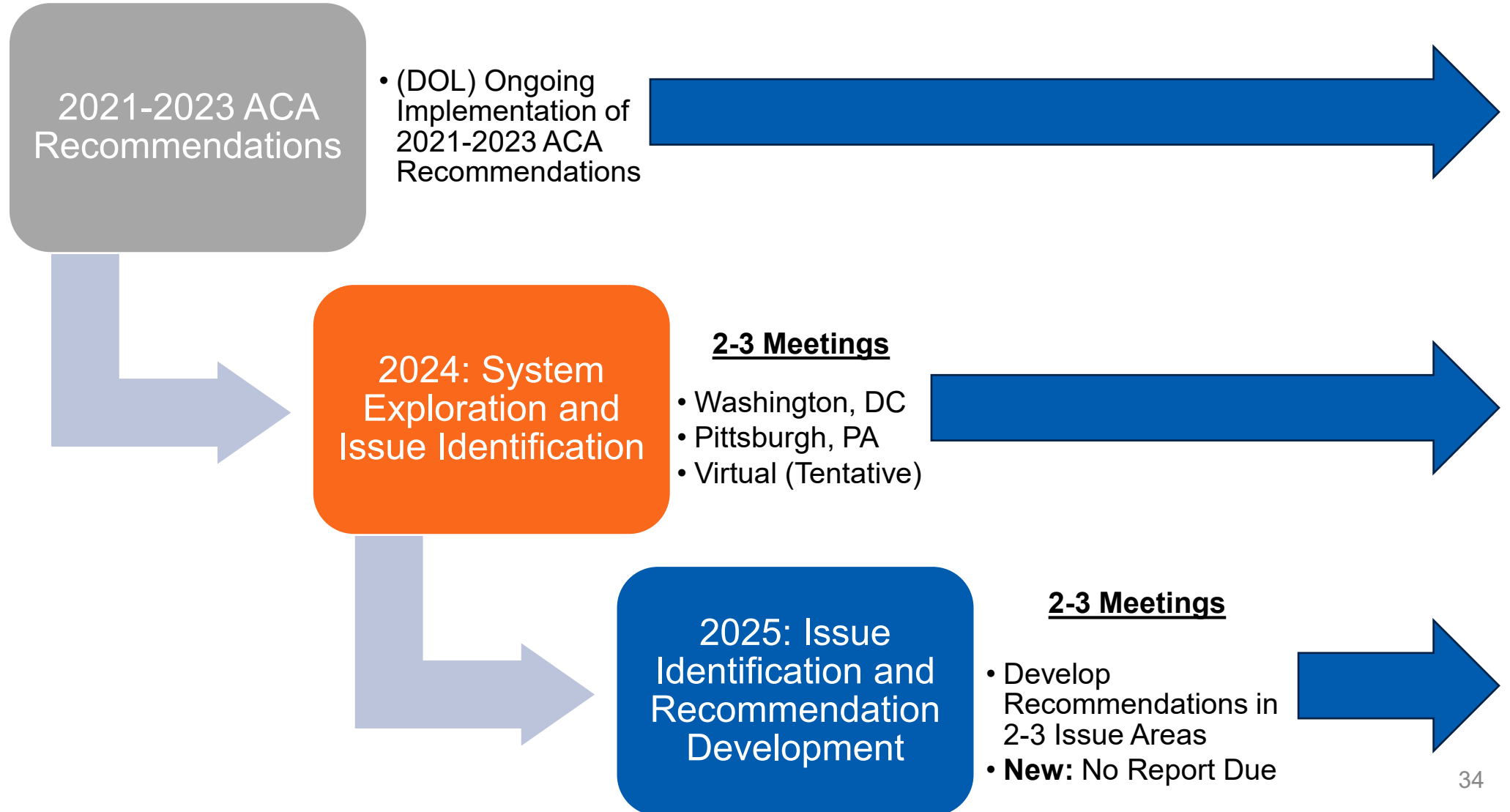
### ACA Charter

*The objective and scope of the ACA is to provide advice and recommendations to the Secretary on ways to better utilize the apprenticeship training model to provide equitable career pathways that advance the dignity of work for everyone, emphasizing four strategic areas as follows.*

- a. the **modernization** of the Registered Apprenticeship model and the **promotion of innovation** across the National Apprenticeship System;*
- b. the **expansion and diversification** of apprenticeships into **new industries and sectors**;*
- c. the establishment of **apprenticeship pathways, inclusive of pre-apprenticeship and youth apprenticeship**, that promote career pathways to good jobs with family-sustaining wages; and*
- d. **equitable access for all workers to participate and succeed** in the National Apprenticeship System.*



# High-Level Overview of Planned ACA Activities





# ACA 2024 Activities: Meeting Focus Areas

## First Meeting: Washington, DC

### Resources and Best Practices to Inform System Building

- International best practices
- Federal resources and activities
- State leadership and innovation

## Second Meeting: Pittsburgh, PA

### Innovation, Integration of Resources, and System Alignment at the State, Local, and Regional Level

- Site visits: Integrating resources at State/regional/local level with focus on apprenticeship system building (e.g., IIA Site, Workforce Hub, ABA Grant)
- System alignment: Alignment of workforce/education systems with Registered Apprenticeship
- Highlighting State and local innovation



# ACA 2025 Activities: Meeting Focus Areas

## Third Meeting: Virtual

### Issue and Workgroup Identification: Potential Areas for Consideration

- National system building
- Regulatory implementation and areas for sub-regulatory guidance (TBD)
- Other possible issues areas related to expansion, modernization, equity, or apprenticeship pathways per Charter

## 2025 Meetings: TBD

### Issue Exploration, Development of Issue Papers and Recommendations

- Meeting 1: Submission of initial drafts, discussion and feedback from full committee (*continued issue exploration*)
- Meeting 2: Present updated papers and initial recommendations
- Meeting 3: Finalize and vote to approve papers/recommendations

*Note: All areas do not have to proceed on same timeline*

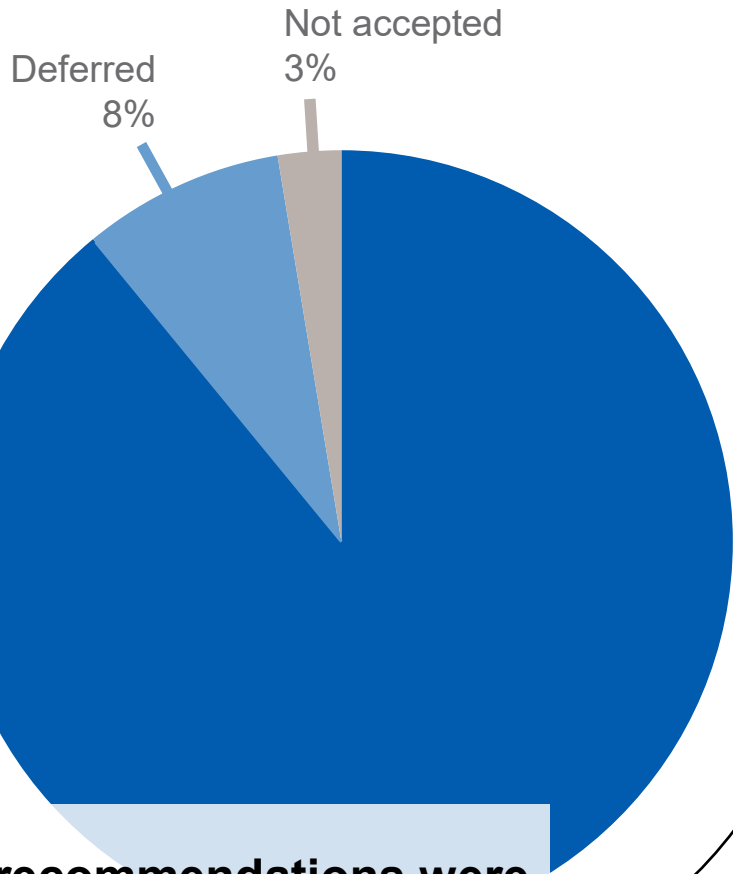


# Status of Previous Term Recommendations

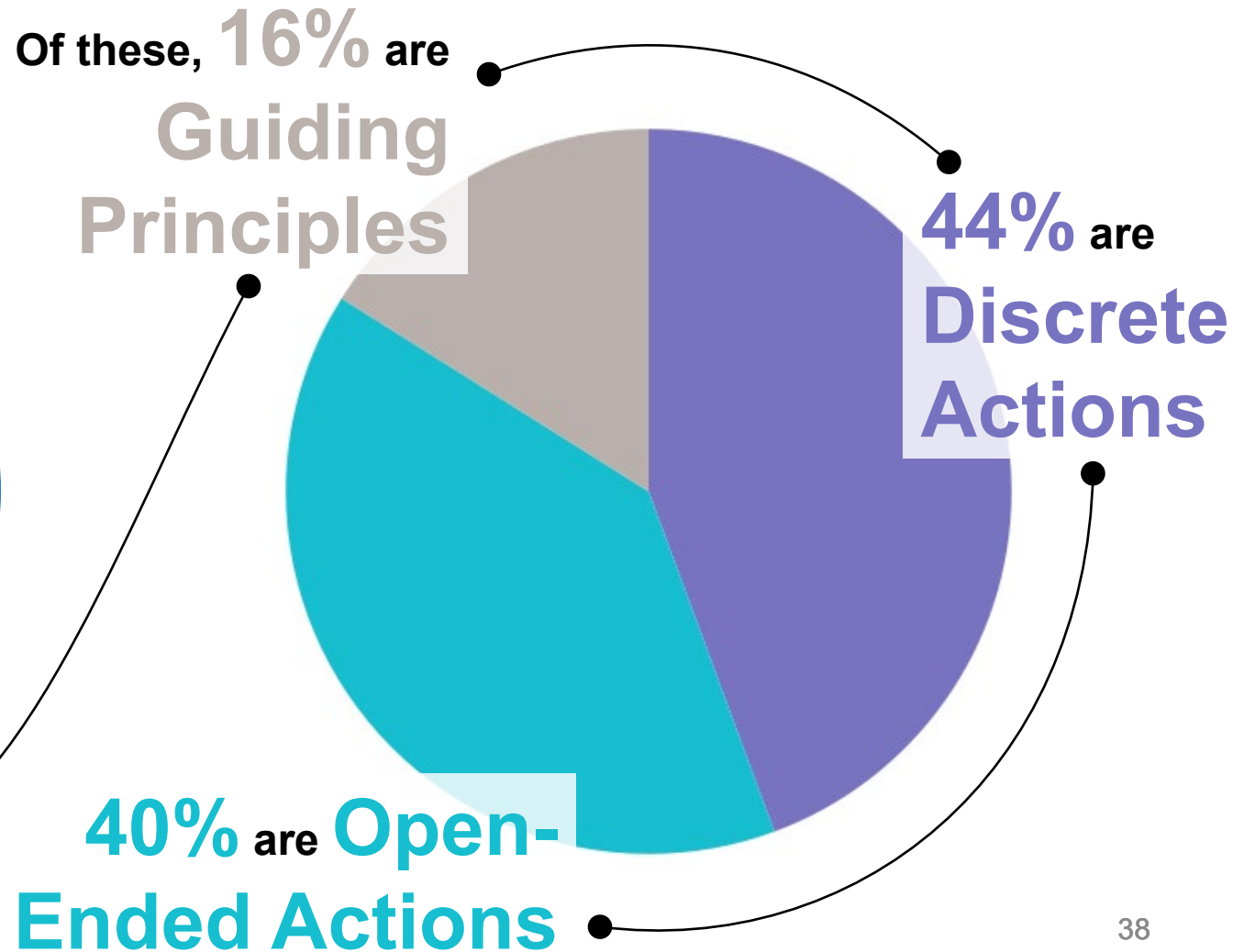
September 2024 Report Out to ACA



# 2021-2023 ACA Recommendations Status Update



**97%** of all recommendations were **accepted** or **deferred**







# Additional Background

## **Recommendations Not Accepted**

- Legislatures should provide tax credits
- Wage supports
- Formula funds for intermediaries
- ED should recognize DOL as an accrediting agency
- Increase ETP funding for Registered Apprenticeship and streamline the process

*Note: Deferred recommendations to be re-assessed and ultimately classified as accepted or not accepted*

## **Examples of Guiding Principles**

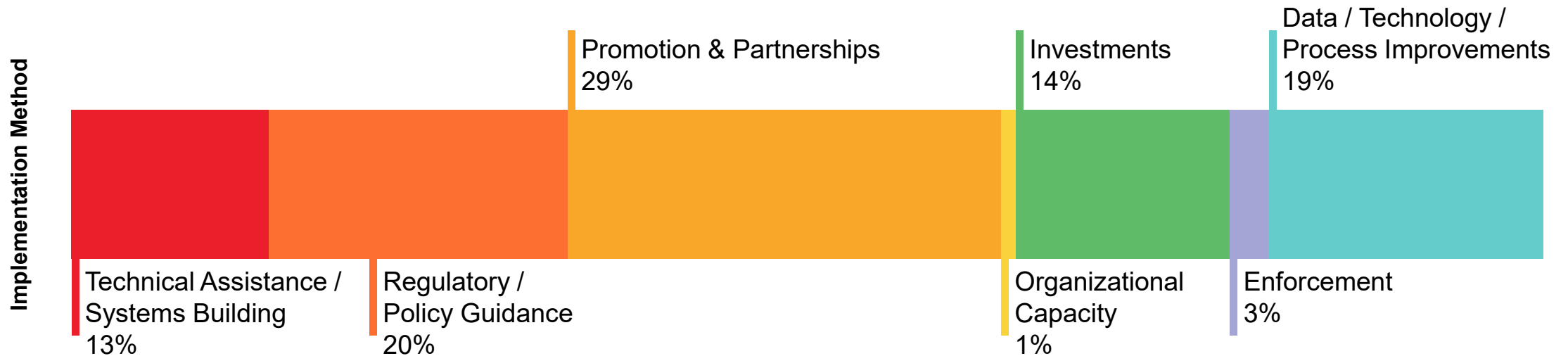
- Seek to enhance the reputation of Registered Apprenticeship
- Equate Registered Apprenticeship with higher education
- Plans and solutions should be designed for customers
- Youth apprenticeship is an options multiplier but needs flexibility
- Youth apprenticeship as a critical DEIA strategy



# 2021-2023 ACA Recommendations Status Update: Implementation Methods

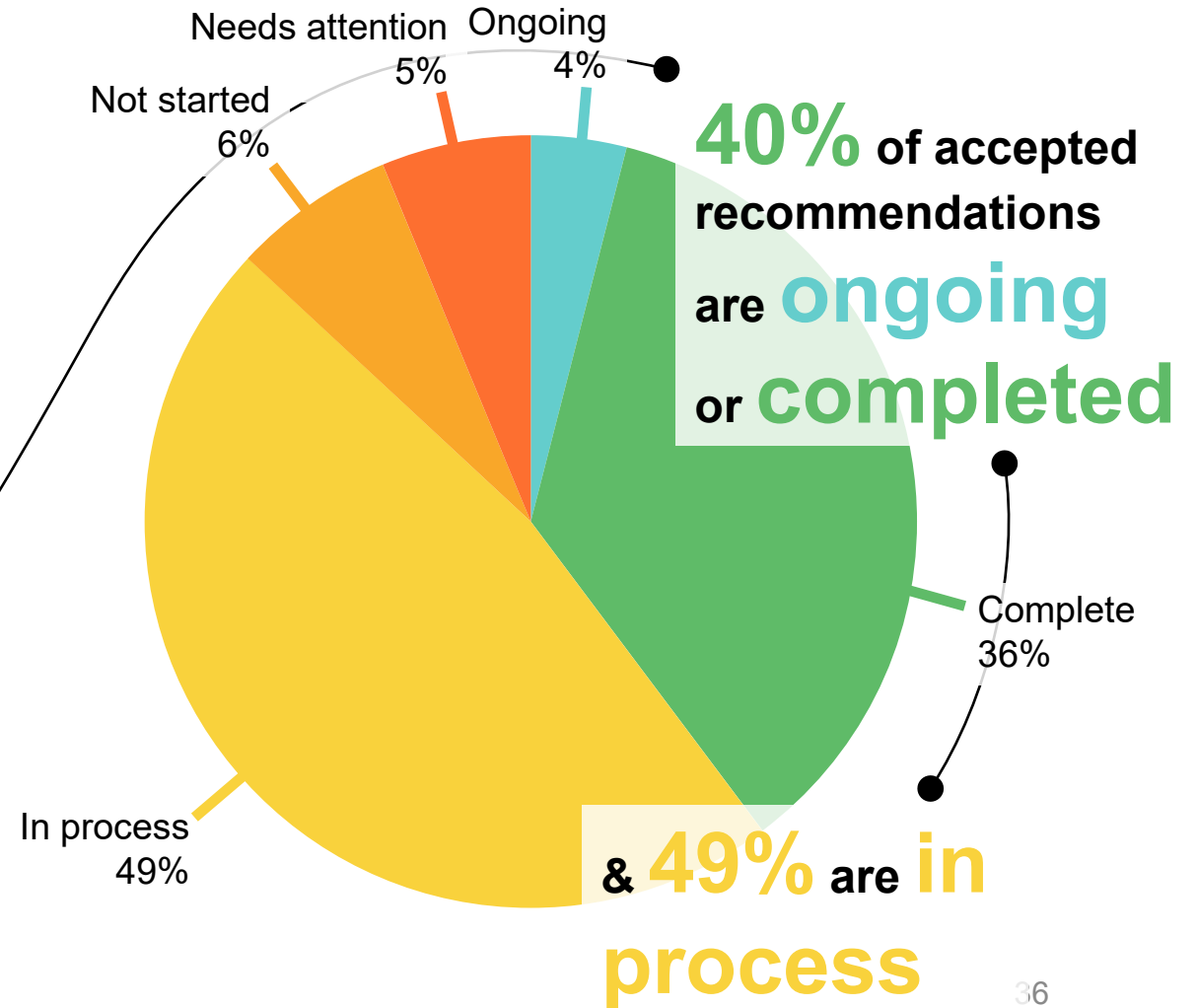
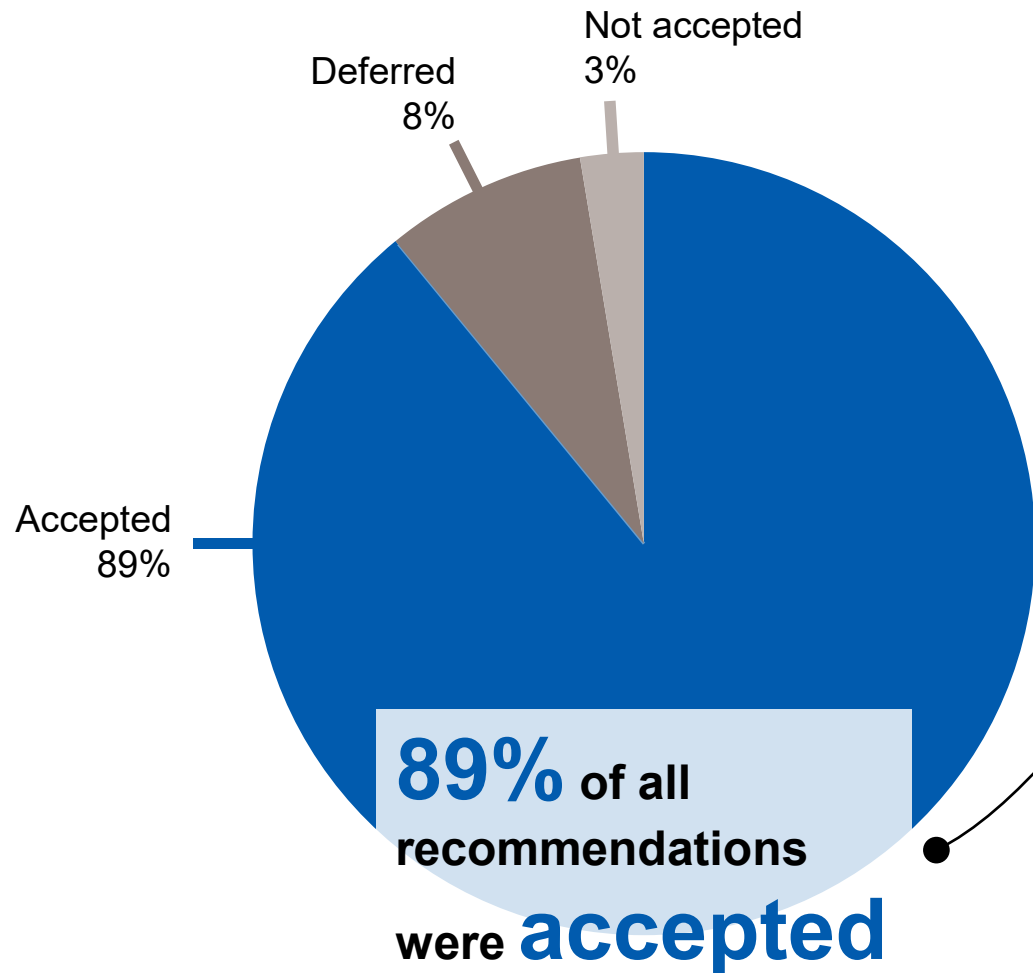
OA assessed the primary implementation method to be utilized for each recommendation:

- Data / Technology / Process Improvements
- Investments
- Promotion & Partnerships
- Regulatory / Policy Guidance
- Technical Assistance / Systems Building
- Enforcement
- Organizational Capacity





# 2021-2023 ACA Recommendations Status Update





# Major Actions Impacting Multiple Recommendations

- **Notice of Proposed Rulemaking (NPRM):** National Apprenticeship System Enhancements (Regulatory)
- **Executive Order on Expanding Registered Apprenticeship:** Federal procurement and Federal apprenticeships (Investments and Partnerships)
- **Grants and Contracts:** State Apprenticeship Expansion Grants, Apprenticeship Building America Grants, pre-apprenticeship partnership with TradesFutures, new intermediaries (Investments)
- **Electronic Tools, Resources, and Systems:** Apprenticeship.gov, RAPIDS, Registered Apprenticeship Academy (Tech Assistance)



# Public Comment



**Adjourn**