



**House of Representatives**  
COMMONWEALTH OF PENNSYLVANIA

**HOUSE DEMOCRATIC POLICY COMMITTEE HEARING**  
**Topic: Importance of Apprenticeship Program Partnerships**  
**with CTE and Workforce Development**  
**York City School District Administration Building – York, PA**  
**January 31, 2019**

**AGENDA**

10:00 a.m. Welcome and Opening Remarks

10:10 a.m. Panel One:

- Eric Ramsay, Director of the Apprenticeship and Training Office, Pennsylvania Department of Labor & Industry
- Kevin Schreiber, President/CEO, York County Economic Alliance
- John Lloyd, President/CEO, MANTEC
- Tom Palisin, Executive Director, The Manufacturers' Association

10:50 a.m. Panel Two:

- Scott Rogers, Assistant Director, York County School of Technology
- Kevin Appnel, Executive Director, York County Alliance for Learning
- Victor Rodgers, Associate Provost for Workforce Development, Harrisburg Area Community College
- Kat Arnold, Served Drafting Apprenticeship

11:30 a.m. Closing Remarks



**Testimony of Eric Ramsay, Director of the Apprenticeship and Training Office**

**Department of Labor & Industry**

**Before the House Democratic Policy Committee**

**January 31, 2019**

Good morning Chairman Sturla, Representative Hill-Evans, members of the committee, and staff. My name is Eric Ramsay and I am the Director of the Apprenticeship and Training Office (ATO) within the Pennsylvania Department of Labor & Industry (L&I). I appreciate the opportunity to speak with you today.

In 2016, Governor Wolf established the ATO within L&I to build on the success of registered apprenticeships as a workforce development tool and to help address employers' concerns of "skills gaps" that are frequently cited across the Commonwealth. The office seeks to fulfill the Governor's mission of creating "jobs that pay," connecting "schools that teach" with employers and registered apprenticeships, and providing "government that works" by way of resources and support for effective registered programs.

Specifically, the ATO's goals are to (1) increase the number of registered apprenticeship opportunities; (2) promote, provide education, and offer technical assistance for new and existing programs; and (3) expand apprenticeships to non-traditional occupations, program models, and participants. Since its creation, ATO has operated successfully to increase the number of registered apprentices by 32%.

Registered apprenticeships are a proven strategy that benefits both employers and workers. Apprenticeships are employer-driven, on-the-job learning plans, developed and customized to meet the employer's business needs. Employers benefit from investment in their workforce—they gain a dedicated, highly-skilled, and trained workforce, and they often reduce turnover rates, increase productivity, and draw a more diverse talent pool. Similarly, apprentices benefit by gaining specific skills, knowledge, and networks for advancement. Career pathways and built-in wage increases are usual components of apprenticeship programs. Apprentices also receive national portable credentials upon program completion.

The office serves to help program sponsors identify needs and build connections. We engage school districts and career and technical centers, business leaders, and post-secondary institutions to develop cohorts of classes for their apprentices, and to ensure more efficient usage of funds. The office also plays an important role in educating students about alternatives to college that lead to a prosperous and meaningful career. The use of pre-apprenticeship programs incorporate youth into job pipelines and help to build solid foundations for job skills.

[MORE ON BACK]

Additionally, we are working to increase “non-traditional” apprenticeship opportunities, such as health care or IT occupations. Many workers and students may already realize that they can earn a living wage through a “traditional” building and construction trade apprenticeship model, and we continue to promote those important opportunities. However, there is often less information available about “non-traditional” programs, and ATO is working to develop and support those opportunities. We are likewise working to develop more pathways for “non-traditional” participants, which include individuals from underserved communities—people with disabilities, veterans, and women, apprenticeship opportunities that are dominated by male participation.

Last year, Governor Wolf launched PAsmart as a new strategic approach to education and workforce development. The measure received overwhelming support from members of the General Assembly, who share our goals of promoting economic growth, educational and training opportunities, aligning public programs, and creating better outcomes for students, workers, businesses, and communities. PAsmart represented a \$30 million investment in our workforce, and it included the first dedicated state investment in apprenticeships (\$7 million).

PAsmart apprenticeship funds were broken down into three categories of opportunities, all of which are soon to be awarded: (1) Registered Apprenticeship Ambassador Network; (2) Registered Apprenticeship Programs; and (3) Registered Pre-Apprenticeship Programs. Each of these grant programs help us to strengthen the quality and performance of registered programs, to connect workers with real job opportunities, and to build and grow pipelines of talented and skilled workers throughout this state.

Please know that L&I has been greatly appreciative of your support for PAsmart and the ATO, and we value your continued input and collaboration. Once again, I appreciate the opportunity to offer testimony on this important subject, and I’m glad to answer any questions you may have.



## **House Democratic Policy Committee Hearing**

### **Testimony by Kevin Schreiber, President & CEO of the York County Economic Alliance**

**January 31, 2019**

Thank you to the House Democratic Policy Committee for having me here today, particularly to Representative Carol Hill-Evans of the 95<sup>th</sup> Legislative District, which is easily the best legislative district in all of PA. My name is Kevin Schreiber, and I have the distinct pleasure of serving as President & CEO of the York County Economic Alliance (YCEA), York County's Chamber of Commerce and Economic Development Corporation.

Today, I will provide a brief on the state of workforce within York County, but as I'm sure you are aware there will be some similarities to what other communities are facing.

York County has a population of 440,000, with about 236,200 in the labor force, of whom 227,300 are employed. Meaning that there are an approximately 8,900 unemployed York County residents. While this is excellent news for our community, indicating that most residents have secure employment, this creates a new and uncharted obstacle for employers as we approach full employment and face a retirement wave of over 15,000 employees. Our top three industries are made up of Manufacturing (17%), Healthcare (15%) and Retail (12%).

Our organization, the YCEA, consistently hears from businesses throughout York County that there is a distinct need to educate, train, attract and retain a skilled workforce in York County. This sentiment is true for all major industries – from trades and manufacturing, to healthcare, and to leaders in education. We further hear the need for greater concentration on soft skills education, as well as a more defined pathway for career exploration starting at a middle school grade level.

The YCEA has been committed to dedicating resources to determine how we can move the needle in workforce challenges. This past June we hosted a Business and Education luncheon, to bring school district superintendents, representatives from postsecondary education, and business leaders of major industries to the table to discuss issues and solutions to the ongoing challenges affecting our employment pipeline. From this conversation and many others like it, a workforce advisory committee was formed with representation from over 40 members in the education, business, and community sectors and an official countywide workforce action plan was adopted, Pathways to Prosperity.<sup>1</sup> This action plan was crafted to provide a comprehensive, coordinated and collaborative "One Stop" approach to address York County's workforce development needs and opportunities.

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<sup>1</sup> York County Workforce Action Plan: Pathways to Prosperity. See:  
<https://www.yceapa.org/wp-content/uploads/2018/11/Workforce-Development.pdf>

Regionally, the chambers of Reading, Harrisburg, Lancaster, Lebanon, and York, are focused on education and our workforce, because we are well aware that our supply chains and economies are distinctly linked. As the region of South-Central PA, our population hovers around 2 million people. Our communities of makers and doers work in diverse/innovative industries, are prime examples of thriving entrepreneurial spirit, and are dedicated in fostering a future that will include all in the workforce.

In York County alone, we have worked very closely with the Wolf Administration to tackle challenging projects and assist in business and industry growth. Last year alone in York County, we assisted with \$200M in economic activity, the creation of 1,400 new jobs, and retention of 3,900 jobs. Support from our Commonwealth allows us to directly connect with multinational companies like Johnson Controls, with its new Global R&D HQ; Voith; Magnesita; or Harley Davidson and its \$150M expansion creating 450 new jobs; or BAE Systems, a manufacturer of military vehicles and expanding with 400 new jobs. A consideration to that equation is the company's ability to attract and retain diverse, talented employees. A critical component in doing this is a community's quality of place and access to human capital. It is worth taking the moment to highlight the direct correlation and connection between workforce development and community development. Jobs follow people, and professionals want a cool, unique community to reside in. One need only look at the Amazon HQ2 RFP and their selection of metropolitan areas that was ultimately based less on incentives and more on access to talented people. DCED programs that support Main Street and Elm Street programs are vital lifeblood to communities across our Commonwealth.

Workforce development, apprenticeships, investment in and the reinvention of the spectrum of learning is ever more vital in a hotly competitive job market. And public policies and programs such as Clean Slate, driver's license restoration, and vocational training opportunities are essential to remove barriers for stable employment and meet an immediate need of our employers for employees. Our focus needs to be on what are the steps we can take to make meaningful growth – where our people have the opportunity to seek employment and achieve upward mobility, and where our employers have continued confidence in our state's ability to produce qualified employees. Setting confidence and opportunity are perceptive and palpable movements.

In addition, those who remain unemployed or underemployed are having trouble securing family sustaining jobs because they lack skill or are burdened by a past mistake. Businesses want ready to work employees. To address these concerns, our commonwealth can put an expanded emphasis on the following:

- Ensure individuals who pursue qualified apprenticeships or certification programs, have access to grant dollars for the purposes of tools and supplies.
- Prioritize WIOA funds, technical assistance, and guidance to help sector partnerships support work-based learning programs.<sup>2</sup>

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<sup>2</sup> Partnering Up: how industry partnerships can bring work-based learning to scale. See: <https://www.nationalskillscoalition.org/news/blog/local-industry-driven-partnerships-critical-to-expanding-work-based-learning-in-the-u-s>

- Continue PA's criminal justice leadership, by addressing needs in our parole system - similar to what Senator Williams has recently introduced.<sup>3</sup>
- Make resources available for creative community partnerships that more closely drive education and industry together.

Allocating funds and changing historic policies will provide some hurdles, but in order for our state to remain competitive tough decisions are necessary and collaboration is key. I thank each of you for your time on hearing from me and the other panelists today. Please let me know how if we can be of further assistance.

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<sup>3</sup> Comprehensive Probation Reform. See:

<https://www.legis.state.pa.us/cfdocs/billinfo/billinfo.cfm?sYear=2019&sInd=0&body=S&type=B&bn=14>

Pennsylvania House of Representatives

Democratic Policy Committee

January 31, 2019

Testimony of John W. Lloyd

President/CEO, MANTEC

Good Morning! My name is John Lloyd and I am the President and CEO of MANTEC. MANTEC is one of Pennsylvania's seven Industrial Resource Centers. We serve manufacturers throughout a nine-county region of South Central Pennsylvania, facilitating their growth through innovation and the many services we offer. We like to say, "we help manufacturers do what they do better" by raising awareness of technologies and improving both sales and profitability. This enables companies to add jobs which ultimately channels much more into the Pennsylvania Treasury than the modest investment the Commonwealth makes in our program.

Let me address why we should care about manufacturing in PA. Why should this Committee and the General Assembly be concerned about the health of our manufacturing base? A just released study by Pittsburgh Regional Alliance on MANTEC and the PA Industrial Resource Centers revealed the following about PA manufacturing:

- It is PA's 3<sup>rd</sup> largest industry in terms of gross regional product at \$88.3 billion and it is growing at a rate of 5% per year.
- Manufacturing generates \$157,182 per employee each year.
- 561,774 Pennsylvanians are directly employed in the manufacturing sector, representing almost 10% of our workforce.
- We have 14,414 manufacturing establishments across the Commonwealth.
- The average manufacturing wage in PA last year was \$61,111. This is 13.2% greater than the average wage.

I'll add that there is no place in the Commonwealth where manufacturing is stronger than here in South Central PA. We make everything here from motorcycles to chocolate to snacks foods to pharmaceuticals to products for our national defense. As my friend Kevin Schreiber loves to say, "Manufacturing is in our DNA!"

I also want to note that you have selected an ideal venue for this hearing. I have the privilege of serving on the Advisory Board of the Edgar Fahs Smith STEAM Academy and I have seen first hand the great work being done here with children from York City. These kids are learning real world skills that they will apply to their lives and ultimately to their careers.

Last year I had the opportunity to be a judge in the school's "Spark Tank" competition in which teams of students worked together to develop ideas on how to make improvements to the school and to their education. They refined their project ideas, evaluated the practicality and developed a budget for implementation. Then, in front of a panel of judges and auditorium filled with their peers, they had to stand on stage and present their project and explain how it would benefit the STEAM Academy. Like in the TV show "Shark Tank," the students received immediate feedback. Ultimately, a number of these student's ideas were selected and successfully implemented.

In a program which was sponsored by MANTEC called "What's So Cool About Manufacturing?" a team of 8<sup>th</sup> grade STEAM Academy students had the opportunity to visit a local manufacturing company, Tooling Dynamics, and using a Go-Pro camera, filmed what they saw as being "cool" about manufacturing. Understand that this was an all-girl team of inner-city kids who had never been inside a manufacturing company and, in fact, did not even have a real concept of what manufacturing is. These girls took their raw footage, refined it, edited it and eventually produced a high quality two-minute video. Their video competed with videos produced by 13 other school district teams across South Central Pennsylvania. All the videos were posted on YouTube and entered in a voting competition which generated over 58,000



votes. The girls from the STEAM Academy in York won one of the top prizes. These are examples of the kind of good work being done here at the Edgar Fahs Smith STEAM Academy.

Let me now pivot to address more specifically the subject of today's hearing. In MANTEC's work with manufacturers across South Central Pennsylvania, the workforce shortage is the #1 issue that companies face. We hear this every day. The problem is not new; however, it is more acute than it ever has been. In my prior life, I owned and ran a small manufacturing company in Northeast Pennsylvania. We grew the company to over 250 employees and ultimately sold the business to a St. Louis competitor who wanted the advanced technology which we had developed. Throughout our company's growth, it was an ongoing challenge to attract and retain employees. Other local companies, some much larger than my company, faced the same issue and we all competed for the same available talent.

That was in the 1970's, 80's and 90's. Let's bring it forward to talk about today. While the problem today is similar to the way it was then, we are seeing employers take a much more proactive role in overcoming the problem. Progressive companies are investing in apprenticeship programs, mentorship programs, job shadowing and, most importantly, enhancing their organizational culture. Companies that invest the effort and resources to develop a strong culture will be handsomely rewarded with more engaged employees, better retention, easier recruitment, improved productivity and output, and they will be a much better place to work. And these companies are investing in their employees by upgrading skills, transferring knowledge and experience to a new generation of workers, and budgeting generously for their professional development.

Unlike anytime in history, companies are investing in their workforce. There is a new appreciation for talent because, without a qualified workforce, customer orders are not met. When orders are not met, contracts are cancelled. And when that happens it negatively impacts the company, the employees, the community and indeed every one of us.

So where does this leave us? What policies and programs are needed? The General Assembly is already investing millions into various workforce legislative initiatives. The Office of Apprenticeships and Training is a great start, but it's a small program in which Eric Ramsey is trying to cover the entire Commonwealth. We need a greater investment in the employers willing to invest in themselves.

We need to incentivize companies to budget for skills development and a stronger organizational culture, and we need to reward progressive company leadership because it is these companies that will drive the Pennsylvania economy going forward.

In the 21<sup>st</sup> Century economy there is another critical element we must recognize. Historically we measured economic development in terms of employment. The new reality is that **output** is a much more relevant factor than employment. MANTEC is working closely with companies to achieve greater output with their existing workforce. The United States continues to lead the world in economic vitality largely because we lead the world in productivity. Productivity is simply the measure of output per employee. MANTEC engages our clients across the region to implement LEAN Manufacturing techniques which have demonstrated to improve efficiency, output and productivity. Look no further than right here in York at the Harley Davidson Vehicles Operation facility. Harley is producing more motorcycles now with 50% fewer people than it did 10 years ago. The result: Right now, Harley is expanding its facility and moving the Kanas City, Missouri plant here to York. This is bringing 450 new jobs here in York, Pennsylvania because this facility figured out how to increase productivity.

The other key element is technology. We all see every day how technology has improved our lives. I grew up before there were smart phones, iPads, microwave ovens, and other gadgets we now take for granted.

The dramatic increase in technology is likewise creating phenomenal, ground breaking improvements in manufacturing. Again, we at MANTEC are working with companies to take advantage of all the opportunities. Automation, robotics, ERP systems, big data analytics, predictive maintenance and other 21<sup>st</sup> Century technologies are bringing enormous improvements in productivity. We need to encourage companies to make these investments because it is these technologies which will enable our companies here in Pennsylvania to compete in the global marketplace.

Some would argue that technology eliminates jobs. It does not. Technology represents a huge opportunity for companies to differentiate and ensure they remain competitive. Technology is elevating the skill level and sophistication of jobs, and with this change the level of compensation increases. In a very real sense, our challenge is to educate young people for jobs that don't yet exist today. This means providing solid STEM, rather STEAM, and technical education to equip the next generation with the ability to adopt to the ever-evolving requirements of the workplace. At the same time, we need to upgrade skills and capitalize on the experience of older workers and transfer this to the next generation. And finally, we as a Commonwealth need to incentivize employers to take advantage of proven techniques in continuous improvement and technology.

I thank Chairman Sturla, our host Representative Hill-Evans and the entire committee for this opportunity. I appreciated your attention and I will welcome your questions.

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To: House Democratic Policy Committee and Representative Carol Hill-Evans  
From: Tom Palisin, Executive Director  
Date: January 31<sup>st</sup>, 2019  
Subject: Importance of Apprenticeship Programs with CTE and Workforce Development

Good morning and thank you for the opportunity to provide testimony on the importance of apprenticeship programs with workforce development.

The Manufacturers' Association had been providing workforce development and training solutions to manufacturers and their employees for most of our history, so we have much to contribute to the conversation. I hope you find our testimony today helpful as you develop policies to support the growth of a skilled workforce.

As background, I would like to provide a short overview of the Manufacturers' Association and our members. We are the only regional manufacturing trade organization in southcentral PA and have been supporting the concerns of manufacturing since our founding in 1906. The Association provides a number of value-added services to our members and manufacturers in southcentral PA including: training and workforce development, human resources services, timely and current industry data, health insurance, business development support and of course government relations to advocate for supportive manufacturing policies. The Association also created a charitable foundation whose mission is to provide programs and services to support youth pursuing careers in manufacturing.

The Association also works collaboratively across the region with our partners in education, economic development, community development and workforce development to ensure the region remains an attractive place to retain our manufacturing base.

To put our work in training and education in context, I would like to describe the current condition of the economy and labor market in the region. I think we all would agree that, due to a number of factors that are not unique to manufacturing, there is a serious and structural skills gap with our current workforce. Manufacturers cannot find the skills needed to grow their industry and many citizens are not able to access these family sustaining opportunities. We think careers in manufacturing is one of the answers to creating a strong and sustainable middle class.

So what role does manufacturing play in our local economy? Manufacturing provides \$13 billion in annual economic output in southcentral PA - 18% of the economy compared to 11% in the US. Our manufacturing base is highly competitive – almost two times more concentrated than the US overall. The manufacturing base has a robust supply chain and is diverse which

provides a resilience to economic downturns – we have prominence in defense contractors, electronics, food manufacturing, metal fabricators, machinery manufacturing, plastics manufacturers and others. You are probably familiar with Pennsylvania's strategic location – we are within about a day's drive of 50% of the US population, 40% of the US manufacturers, and more than a third of the trade and service industries. These factors give our region a significant competitive edge.

The industry is the driver of region's economy and to continue to grow, we need to develop and identify smart policies to grow our workforce. Unfortunately, the region faces several barriers – our workforce development board estimates that 107,000 workers will need to be replaced in the next ten years – just in manufacturing alone. Nationally, 4.6 million will need to be filled from new growth and replacement during this same period. The Association's own annual survey results show that 88% of manufacturers have difficulty in hiring and 70% are hiring!

We know why the problem continues to persist – education policies have pushed a college for all mentality resulting in 43% of graduates in the US being underemployed, only 60% graduating by 6 years and Pennsylvania graduates having the second highest amount of college debt in the nation (\$36,854). Also impacting manufacturers is the fact that in the US more than 10,000 baby boomers per day are retiring in the US, and the growing economy has lowered the unemployment rate to historic lows. Careers in manufacturing should be highly desired – they are high tech, demand high salaries, offer competitive benefits and provide in-demand job skills and training. The reality is that careers in manufacturing (and the trades) have been devalued – perceived as low pay, dangerous, dirty and a dying industry. Pursuing policies to support technical training and careers should be a priority for the Committee.

The Policy Committee today is seeking input on workforce development, so given our long history on this issue I would like to discuss our experiences in apprenticeships and what works for individuals and employers.

The Association has been a leader in expanding the use of apprenticeship programs since we launched with our employers in 2006. We believe, and our employers have found, that taking control of the development of their own workforce, rather than trying to find or steal talented workers, is one of best solutions to the skills crisis. Our program is unique – it is structured on a consortia model of employers who jointly invest and manage a regional apprenticeship program. Since 2006, our apprenticeship employers have been investing in this “earn and learn” model through in a number of ways: by supporting the training costs, the apprentice salaries, providing journeyman as instructors and investing in an employer funded reserve fund that ensures that apprentices have access to the required classroom training.

The Association acts as the intermediary on behalf of the employers, but we jointly work together to develop and approve curriculum, identify equipment for training and administer the programs policies and procedures. This initiative has also created innovative policies to enhance the value of our program – we have built a credit sharing agreement with Thaddeus Stevens College of Technology, who accepts all the apprenticeship courses and applies those

credits towards the College's Associate Degree, which builds a true career pathway. The Association has become a program "Group Sponsor", meaning we can group multiple employers under our state approved apprenticeship programs. This is especially helpful for small employers who find it difficult to manage and support a program on their own. Through this Group Sponsor we are expanding our trade offerings to over 6 careers to meet the needs of regional employers. We have also created a Training Center facility to support the classroom training with a computer lab and a fully equipped shop with equipment for hands on training.

A critical component of any apprenticeship program is the day to day on the job mentoring that each company provides the apprentice. To enhance the effectiveness of mentoring, the Association created a mentor training program that trains and supports those experienced workers who have the responsibility at the company for the growth and development of the company's apprentices. The apprentice training program can range from 18 months to five years, depending on the trade, so the ongoing support from a mentor is important to retaining apprentices and developing their skills.

Because of the barriers in finding talent that manufacturers encounter, whether they have an apprenticeship program or not, the Association developed a "pre-apprenticeship" program in partnership with our existing registered apprenticeship program and the York County Alliance for Learning (YCAL). The program was created to expose more youth to the opportunities in manufacturing careers and to connect those employers to students who are considering these careers. The program offers both hands-on training and online content to support entry level knowledge the manufacturers are seeking. The program currently targets students in junior and senior years, but we are working with our workforce development partners to bring this to individuals in the community who meet the employer requirements but may be unemployed or underemployed. This intro to manufacturing pathway is a flexible program that will reach new potential employees – non-traditional manufacturing employees – that manufacturers have not successfully recruited in the past. The programs like these can only succeed if they are developed by employers, invested in by employers, and demonstrate results. Training for the sake of training, without a path to employment, does not work. By tying programs to progressive employers, like those who sponsor apprentices, training will result in providing these individuals with new career opportunities.

From a state policy perspective, having structured, state approved apprenticeship programs that provide both on the job training, mentoring, and classroom training is a proven and successful model. Apprenticeships results include longer employee retention, increased productivity and cost savings related to job recruitment. State policies that make apprenticeships more broadly accepted, increase accessibility, improve awareness and are financially incentivized will provide opportunities for both the worker and progressive employers – especially small businesses.

Broadly, we would recommend policies to support successful apprenticeship programs, technical education training programs and the organizations that provide them. Investments into the public-school career and tech centers in each county should be a focus of this Policy Committee. From a higher education perspective, technical schools like the community colleges and Thaddeus Stevens College of Technology should also be a focus, as they provide affordable associate and technical degrees to students and the community.

The Association has been able to provide benefits to our manufacturers by partnership with our regional Workforce Development Board and leveraging state apprenticeship resources from the PA Department of Labor which resulted in increasing our capacity, improving our Training Center and expanding the number of apprentices and employers registered. Smart workforce investments like these, in partnership with multiple organizations, should continue and focus on results. The Association was also able to engage with the PA Department of Community and Economic Development to access funds for manufacturers to offset the cost of training apprentices. This has been a successful strategy to allow more employers to start up new programs, especially smaller employers with fewer resources. Other states already offer programs to subsidize the training of apprentices, so this needs to continue in Pennsylvania to remain competitive.

Policy and regulatory changes should also be considered by the state to allow more employers to increase the number of apprentices that can be enrolled by each company. Currently, Pennsylvania generally requires a 4:1 ratio of journey workers to apprentices – most companies are restrained by this requirement to have 4 journey workers for each apprentice. Although the state Office of Apprenticeship has made great strides in allowing flexibility in these regulations, our competitor states have much lower ratios – 1:1 in many cases. Given the structural crisis in our workforce, it makes sense to update this requirement to allow for more skilled workers to be trained.

Thank you for the opportunity to provide this testimony to you today and if the Committee has any questions, I would be pleased to answer them now.

Respectfully Submitted:

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Tom Palisin, Executive Director

## TESTIMONY OF KAT ARNOLD

Good morning, I am here today to talk about the positive effect apprenticeships can have on the life of one individual, and through that individual on the community at large.

I was a York City kid being raised by a widowed mother with no hope of going to college. I was intelligent enough, but did not come from an economic background that would have allowed me to pay for college, let alone support myself during the years I would have spent there.

This very school that we are in was my junior high school, and I think the STEAM academy that it has become is a wonderful example of practical learning that is in many ways, what an apprenticeship is. As I sat in the engineering classes during my apprenticeship, I never had to wonder how this information would be used in my professional career, which made it much more interesting than sitting in a college class wondering if what I was learning was something that I would ever need to know. If I had a question or wanted a deeper understanding of a manufacturing process, I had immediate access to engineers, machinists, welders and many other blue collar workers who were willing to share their many years of knowledge with me.

My senior year at York High I entered a high school co-op program and secured a job at what is now Johnson Controls, working afternoons in their drafting room. It was there I heard about their drafting apprenticeship program. I applied for and was excepted into the program. This simple opportunity began a life for me that I would never have dreamed of.

This opportunity allowed me to buy my first house here in York City at just 20 years old, instead of graduating from college owing more than the cost of that house. It began a career that took me all over the world and gave me a deeper understanding of how all people everywhere want the same things, a safe home and a better life for their children.

When it was time for me to leave Johnson Controls after 12 years, the next company I went to work for viewed my 3 year apprenticeship as the equivalent of a 2 year engineering associate degree. I worked for this second company for 26 years and retired at 55 years old.

My husband also is a graduate of a Johnson Controls drafting apprenticeship. He spent 36 years working there, and retired as a drafting supervisor, also at the age of 55. He began work on the assembly line there before applying for the apprenticeship. Because of the opportunities the apprenticeship program afforded to us, our children were able to go to college.

Since our retirements, we have spent a lot of time giving back to the community we came from. I am a volunteer at the York County SPCA, where I am the director of the youth group, I also recently co-founded an organization with 3 other women to provide help to the homeless and all those in need in York County. That is another subject I could endlessly discuss with you, but that is not my purpose here today.

My husband has also been roped in to help me on many many occasions, but only when he isn't on the golf course!

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This giving back is all part of the ripple effect that comes from 2 individuals being given a chance through an apprenticeship that they would never have had otherwise.

I could tell you more stories of friends who also took that same opportunity and turned it into a life well lived. Some are still at Johnson Controls, some are retired, but not one of them would dispute that serving an apprenticeship was the best opportunity they were ever given, and I think if Johnson Controls checks it's own records, they would find that some of the brightest and most loyal employees they have ever had, came from those apprenticeship programs.

Thank you for the opportunity to speak on behalf of all those who would benefit from bringing back the dying form of education known as the apprenticeship.





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Testimony by Scott Rogers, Assistant Administrative Director,  
York County School of Technology

January 31, 2019

Thank you Chairman Sturla and Representative Hill-Evans for this invitation to speak to you and your policy committee on the Importance of Apprenticeship Program Partnerships with career and technical education, and Workforce Development.

On behalf of the York County School of Technology Joint Operating Committee, our faculty, staff, and students, we are honored that you invited us to speak with all of you today. My name is Scott Rogers and I proudly serve as the Assistant Director. I am sitting in for Dr. David Thomas, our Director who is currently attending the Pennsylvania Department of Education Superintendent's Leadership Academy.

**The York County School of Technology is dedicated to providing high quality, dynamic academic and technical education for students, emphasizing professional skills while fostering the development of compassionate, lifelong learners who appreciate unique differences of other individuals and cultures.**

Next year we will be celebrating 50 years of carrying out our mission of serving students through both our secondary, and adult and continuing education programs. We all know that both locally and nationally there is a shortage of skilled workers in the technical trade fields. Today I will provide with you a brief overview and few highlights of what we do to train and deliver a workforce that exceeds the needs of local and regional employers.

The York County School of Technology is a comprehensive career and technical high school that serves just over 1680 students from our 14 member school districts in York County that is dedicated to providing a technically trained workforce.

Our community of middle school students and parents learn about YCST career and technical education opportunities through our member school district counselors, middle school tours, summer career camps, 8<sup>th</sup> grade presentations, and our Open House. 8th grade students then apply for admission into one of our 25 Pennsylvania Department of Education approved career and technical education programs. We also have an extensive number of in-house programs in place to support non-traditional enrollment within our technical programs. These include a non-traditional technical student advocacy team and a non-traditional mentorship day where future non-traditional students team up with current non-traditional juniors and seniors to explore their technical program of interest.

Our students work for four years to acquire all the knowledge and skills necessary to complete approved CTE program of study task lists that are aligned with Pennsylvania In-Demand Occupations and earn their high school diplomas. Each of our 25 CTE programs also has an Occupational Advisory Committee made up of York county employers who advise our CTE teachers bi-annually on our technical specific curriculum as well as industry standard equipment that our students must demonstrate mastery on to earn industry-recognized

certifications. Currently, we have 438 industry professionals from 175 different employers that represent a variety of area businesses and organizations.

The YCST experience empowers our students to earn a labor market advantage upon graduation; as they have opportunities to enter the workforce directly, earn advanced placement with apprenticeship programs, or continue their post-secondary education through a technical school, post-secondary institution of higher learning or serve in our United States military.

Dr. Thomas, our Director, our team of administrators and teachers are always looking to develop and capitalize on innovative industry partnerships where we can establish programs that benefit our students to meet both the current and future needs of our local York County workforce. Currently, approximately 1/4 of our graduating class or 80 of our Senior students, are currently employed through cooperative education experiences that are directly related to their technical program of study.

Over the past two years we have collaborated with the IBEW (International Brotherhood of Electrical Workers) Local 229 to develop our first state approved pre-apprenticeship program that is now its first year of implementation. In year one, all 46 students enrolled in our Electrical Occupations program, are working right now to earn credits and an advanced standing in the IBEW apprenticeship program. The normal IBEW apprenticeship program for high school graduates and adults, takes five years to complete in order to earn full salary and benefits as an electrical journeyman. YCST Electrical Occupations students that complete our state approved IBEW-YCST pre-apprenticeship program will be able to complete this in 4 years, **a full year earlier than their colleagues**. The partnership also enables our electrical teacher to utilize IBEW course materials and textbooks that enhance our current program delivery and the development of our student's technical and industry related skills. This pre-apprenticeship program is a benefit to our students as they learn first-hand that their academic and technical success in high school can propel them to a full-time journeyman position and higher salary sooner. This also enables the IBEW to develop a conduit of future workers to meet current and future workforce demands in a global economy that always needs journeyman electricians.

Also located at our campus in our YCST Adult and Continuing Education Center to highlight our re-training programs.

The YCST Adult & Continuing Education Center provides education, training and services to adult students in the South Central Pennsylvania region. YCST's Adult & Continuing Education Center was the first in the state to earn full public postsecondary vocational accreditation from the Pennsylvania Department of Education in May 2005. With this accreditation, our Adult & Continuing Education Center has been able to expand program offerings to include postsecondary diploma programs eligible for U.S. Department of Education Title IV funding (PELL Grants and Direct Student Loans). The Adult & Continuing Education Center is self-supporting through tuition charges, state subsidy, state and federal grants, with no dollars contributed by the general fund (sending districts). Our Adult & Continuing Education Center currently provides career focused technical training in over 20 career fields, such as Nursing, Allied Health, Mechatronics and Industrial Controls, Construction Trades, Automotive Technology, Welding Technology, Commercial Truck Driving and others. Additionally, we provide apprenticeship related training, customized job training, short term continuing education & training, skill upgrading, industry certification training and testing, and state license training and testing, all while preparing individuals for the workforce needs of business & industry. Through the Adult & Continuing Education Center, we also offer dual enrollment opportunities to local high school students within York County through our high school flex programs.

In the current 2018/2019 Academic Year we have approximately 500 adult students enrolled in our programs. While our adult students typically come to us from various age groups and life stages, over the past five years, we have begun to see an increase in enrollment of recent high school graduates. Between 2015 and 2018, the percentage of adult students under age 25 has increased 10%. This represents a shift in what “post-secondary education” means today, as compared to a generation ago, and shows that students and their parents are recognizing the value in career and technical education. “Post-secondary education” is no longer limited to a four-year degree.

The current economic situation and growing job-skills mismatch have dramatically increased the importance of programs and opportunities that retrain workers for the demands of the current workplace. The Adult & Continuing Education Center’s programs offer workers the opportunity to update current skills, develop new skills and knowledge, and obtain the necessary certificate or diploma for desired employment.

Through the Adult & Continuing Education Center, our goal in the coming years is to increase our role in providing apprenticeship opportunities as a program sponsor of registered apprenticeships. As a structured method of training for a particular job, apprenticeships are one of the best ways for individuals to acquire new skills for a career with the ability to “earn while they learn”. The vitality of our economic community depends upon the success of building partnerships with area industries, businesses, and organizations.

YCST is a valuable community resource. We are committed to understanding the needs of individuals, our community, local businesses and industries by providing today’s and tomorrow’s workforce with a comprehensive state of the art education that is combined with applied technical skills, industry driven credentials, and specific preparation for employment.

We thank you for Pennsylvania’s commitment and support of apprenticeship partnerships with career and technical education and workforce development.