



REGION 2

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& Philadelphia Proclamations

PROCLAMATION
NATIONAL APPRENTICESHIP WEEK
November 13-19, 2017

WHEREAS, Pennsylvania has a rich heritage in the fields of agriculture, manufacturing, trade, labor, and higher education and we must take advantage of these historic strengths to succeed in an ever-changing global economy; and

WHEREAS, by commencing our education and job training systems to our economic drivers, both workers and employers benefit; and

WHEREAS, the U.S. Bureau of Labor Statistics anticipates our labor shortfall of nearly 3 million workers by 2022 and that the only way to fill these jobs could be provided by apprenticeship; and

WHEREAS, studies show that apprentice workers, but also for employers – for rising industry wages; and

WHEREAS, our economy is stronger if apprenticeship is available to all by establishing common goals; and

WHEREAS, programs at the federal, state, and local levels are essential to the success of the apprenticeship system; and

WHEREAS, the path forward to clear, green, and blue economies is to invest in our workforce, lead to more economic opportunity for Pennsylvanians, and

THEREFORE, I, Tom Wolf, Governor, do hereby proclaim November 13-19, 2017, to be **NATIONAL APPRENTICESHIP WEEK** in recognition of the economic potential of our Commonwealth.

Proclamation
by Governor Jim Justice

WHEREAS, the advancement and well-being of the United States of America depends upon the continued development of workers skilled in their chosen fields; and

WHEREAS, apprenticeship training programs fill this need by providing the means for the development of skilled workers and the education of youth in work-related skills; and

WHEREAS, the State of West Virginia recognizes the economic demands of a workforce with postsecondary education, technical skills, and the ability to respond immediately to changing economic and business needs; and

WHEREAS, apprenticeship programs are vital components of talent development strategies in many high-growth industries, and are recognized as a critical postsecondary education, training, and employment option; and

WHEREAS, apprenticeship programs enhance economic vitality and lead to a stronger economic base through increased productivity, innovation, and high-skilled workers and providing workers with relevant technical and theoretical education which serve to enhance the economic vitality of our state by providing a well-educated highly skilled and certified workforce; and

WHEREAS, apprenticeship programs encourage diligence, perseverance and a work ethic, each by its own merit, that have brought forth the strength and leadership which results from the combination of hands-on, practical, and classroom-based learning; and

WHEREAS, the State of West Virginia recognizes the strength and leadership which results from the combination of hands-on, practical, and classroom-based learning; and

WHEREAS, apprenticeship programs encourage diligence, perseverance and a work ethic, each by its own merit, that have brought forth the strength and leadership which results from the combination of hands-on, practical, and classroom-based learning; and

WHEREAS, apprenticeship programs encourage diligence, perseverance and a work ethic, each by its own merit, that have brought forth the strength and leadership which results from the combination of hands-on, practical, and classroom-based learning; and

Now, Therefore, be it Enacted that I, Jim Justice, Governor of the State of West Virginia, do hereby proclaim **November 13-19, 2017** as **National Apprenticeship Week** in the Mountain State and encourage all citizens to recognize the progress and values of training and programs.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the State to be affixed.

Done at the Capitol, City of Charleston, State of West Virginia, this the Twenty-Third day of November, Two Thousand Seventeen, and in the One Hundred Ninety-Fifth year of the life of our Lord, Two Thousand Seventeen, and in the One Hundred Ninety-Fifth year of the life of our Lord, Two Thousand Seventeen, and in the One Hundred Ninety-Fifth year of the life of our Lord, Two Thousand Seventeen.

Jim Justice
Governor

Mac Hanes
Secretary of State

WASHINGTON, DC
MERIT BOWEN, MAYOR

Proclamation
DC APPRENTICESHIP WEEK

NOVEMBER 13-19, 2017

WHEREAS, apprenticeships as a key approach to prepare students for in-demand jobs while offering them the opportunity to earn an income as they learn both on-the-job training and classroom instruction; and

WHEREAS, apprenticeships provide a good return on investment for students to help advance their skills and opportunities in preparation for employment, and meet the needs of business seeking to discover their workforce and increase productivity;

WHEREAS, residents 18 years of age with a high school diploma or a General Education Diploma (GED) can obtain an apprenticeship to solidify their career goals; and

WHEREAS, there are approximately 1,200 residents who presently serve a profession in our city; and

WHEREAS, the Apprenticeship D.C. Initiative and the DC Department of Employment Services continue to engage residents and provide assistance in obtaining long-term careers;

NOW, THEREFORE, I, THE MAYOR OF THE DISTRICT OF COLUMBIA, do hereby proclaim November 13-19, 2017, in Washington, DC as "DC APPRENTICESHIP WEEK."

Merit Bowen
Mayor

The State of Maryland
Proclamation
From the Governor of the State of Maryland
NATIONAL APPRENTICESHIP WEEK
NOVEMBER 13-19, 2017

WHEREAS, National Apprenticeship Week is observed annually from November 13-19, 2017, and

WHEREAS, the State of Maryland recognizes the economic demands of a workforce with postsecondary education, technical skills, and the ability to respond immediately to changing economic and business needs; and

WHEREAS, apprenticeship programs are vital components of talent development strategies in many high-growth industries, and are recognized as a critical postsecondary education, training, and employment option; and

WHEREAS, apprenticeship programs enhance economic vitality and lead to a stronger economic base through increased productivity, innovation, and high-skilled workers and providing workers with relevant technical and theoretical education which serve to enhance the economic vitality of our state by providing a well-educated highly skilled and certified workforce; and

WHEREAS, apprenticeship programs encourage diligence, perseverance and a work ethic, each by its own merit, that have brought forth the strength and leadership which results from the combination of hands-on, practical, and classroom-based learning; and

WHEREAS, the State of Maryland recognizes the strength and leadership which results from the combination of hands-on, practical, and classroom-based learning; and

WHEREAS, apprenticeship programs encourage diligence, perseverance and a work ethic, each by its own merit, that have brought forth the strength and leadership which results from the combination of hands-on, practical, and classroom-based learning; and

WHEREAS, apprenticeship programs encourage diligence, perseverance and a work ethic, each by its own merit, that have brought forth the strength and leadership which results from the combination of hands-on, practical, and classroom-based learning; and

NOW, THEREFORE, I, WESLEY B. BENTLEY, GOVERNOR OF THE STATE OF MARYLAND, do hereby proclaim November 13-19, 2017, as **NATIONAL APPRENTICESHIP WEEK** in the State of Maryland.

Wesley Bentley
Governor

PROCLAMATION

The City of Philadelphia hereby proclaims that during and throughout the month of November 13-19, 2017, we will be celebrating National Apprenticeship Week. Apprenticeship is a vital component of our workforce development strategy and provides a pathway for young people to gain the skills and experience needed to succeed in the workforce. Apprenticeship programs provide a unique opportunity for young people to earn while they learn, and to gain the hands-on experience and mentorship that are essential to their success in the workforce. Apprenticeship programs also provide a pathway for young people to enter the workforce and to gain the skills and experience needed to succeed in the workforce. Apprenticeship programs provide a unique opportunity for young people to earn while they learn, and to gain the hands-on experience and mentorship that are essential to their success in the workforce.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the Great Seal of the City of Philadelphia to be affixed.

Done at the City Hall, City of Philadelphia, this the Thirtieth day of November, Two Thousand Seventeen, and in the One Hundred Ninety-Fifth year of the life of our Lord, Two Thousand Seventeen, and in the One Hundred Ninety-Fifth year of the life of our Lord, Two Thousand Seventeen.

Jim Kenney
Mayor

STATE OF DELAWARE
OFFICE OF THE GOVERNOR
PROCLAMATION
IN OBSERVANCE OF
DELAWARE APPRENTICESHIP WEEK

WHEREAS, the third annual National Apprenticeship Week will be celebrated from November 13, 2017 through November 19, 2017; and

WHEREAS, a workforce with appropriate skill levels to meet the changing demands of the new economy is essential to our state's economic growth and prosperity; and

WHEREAS, Delaware's economy has been expanding in recent years, showing the fastest development in demand skills over a long period of time; and

WHEREAS, the Workforce Innovation and Opportunity Act (WIOA) signed into law on July 22, 2014, provides Delaware with increased access to training, education, and work-based learning opportunities necessary to succeed in the labor market; and

WHEREAS, the Delaware Department of Labor has been working to expand the number of apprenticeships in Delaware; and

WHEREAS, the Delaware Department of Labor has been working to expand the number of apprenticeships in Delaware; and

NOW, THEREFORE, I, JOHN C. CARNEY, GOVERNOR OF THE STATE OF DELAWARE, do hereby proclaim November 13-19, 2017, as **NATIONAL APPRENTICESHIP WEEK** in the State of Delaware, and we urge all Delawareans to join in the observance.

John C. Carney
Governor

CERTIFICATE of RECOGNITION

By virtue of the authority vested by the Constitution of Virginia in the Governor of the Commonwealth of Virginia, there is hereby officially recognized:

NATIONAL APPRENTICESHIP MONTH

In a vital Commonwealth where high demand and high growth industries are creating jobs faster than our high school and college graduates can fill, we recognize the critical role of apprenticeship in preparing our young people for the workforce. Apprenticeship programs provide a unique opportunity for young people to earn while they learn, and to gain the hands-on experience and mentorship that are essential to their success in the workforce. Apprenticeship programs also provide a pathway for young people to enter the workforce and to gain the skills and experience needed to succeed in the workforce. Apprenticeship programs provide a unique opportunity for young people to earn while they learn, and to gain the hands-on experience and mentorship that are essential to their success in the workforce.

Ken Cuccinelli
Governor

PATHWAY TO SUCCESS



U.S. Secretary of Labor Alexander Acosta toured the Sheet Metal Workers' Local Union 100's Apprenticeship Training Center in Suitland, Maryland. The facility is with SMART, the International Association of Sheet Metal, Air, Rail and Transportation Workers (SMART).

Earlier this week, SMART's General President Joseph Sellers, Jr., participated in a meeting of the President's Task Force on Apprenticeship Expansion at the Department of Labor. The Task Force – which includes business, labor, educational institutions, trade groups, workforce advocates, and public officials – discussed best practices regarding how to expand apprenticeships across industries.

"Apprenticeships are a pathway for many Americans to learn the skills they need for family-sustaining jobs," said Secretary Acosta. "I appreciated the opportunity to tour the Sheet Metal Workers' Apprenticeship Training Center. Seeing apprentices in action and learning more about how the program works provide helpful insight as the Administration works to expand apprenticeships nationwide."



Secretary Patrice Gilliam-Johnson attend the event with the Proclamation signed by Governor John Carney in support of Registered Apprenticeship in Delaware.

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MATC Program Manager John Taylor & MD Secretary of Labor Kelly Schulz. John Taylor was awarded a special Governor's Citation from MD Labor Secretary Kelly Schulz during a meeting of the Maryland Apprenticeship Training Council (MATC) in Baltimore. Mr. Taylor's distinguished career of 43 years was recognized along with his attendance at 185 consecutive meetings of the MATC. Mr. Taylor has long held a reputation for his unparalleled depth of "corporate knowledge" and technical know-how regarding the history and legislation affecting apprenticeships in Maryland. Earlier this year Mr. Taylor was also inducted into the Hall of Fame of the U.S. Apprenticeship Association of the National Association of State & Territorial Apprenticeship Directors (NASTAD).

PERSONAL RECOGNITION

COMMUNITY SERVICE

West Virginia USDOL ATR Karen Wade (in grey sweater, holding banner) participated in a Special NAW event at the local where she served her apprenticeship, Charleston Plumbers & Pipefitters JATC, LU 625. Apprentices conducted a food drive for the VFW during NAW in which the drive was dedicated to a young, fallen soldier who was a member of the local. The soldier's family and a military buddy took part in the dedication. The food drive was a huge success, doubling the amount above previous years and will be ongoing in honor of this veteran/member.



INDIVIDUAL & CORPORATE SUCCESS



Aaron Morningstar from GSK's Rockville site was presented with the certificate of apprenticeship during an award ceremony to celebrate National Apprentice Week. GSK is supporting #NAW2017.

COMMUNITY-BASED ORGANIZATION PARTNERSHIPS



JEVS Human Services hosted an event for National Apprenticeship Week at JEVS Orleans Technical College. More than 60 high school students attended the event titled: Bridge to Employment — How apprenticeships can help you jumpstart a career in Health, IT and other occupations!

Employer Signing Ceremony in West Virginia



Standing, far right, State Director Ken Milnes (USDOL OA) looks on during a ceremony for several employers who are signing Employer Acceptance Agreements for the RCBI Standards of Apprenticeship.

OUTREACH BY FORMER APPRENTICES TO HIGH SCHOOL STUDENTS



Left to right: Edison Freire (standing) JEVS Director of Apprenticeships, and seated panelists are Sean Finch business systems analyst, Gaining Tien IT administrator at 1199C, new citizen of the USA, and Shabazz Ransome , a Computer support specialist.

As part of an outreach pilot to inform Philadelphia area high schoolers about Apprenticeships, JEVS Apprenticeship Director Edison Freire kicks off a discussion among former apprentices and high school students from three city public schools.

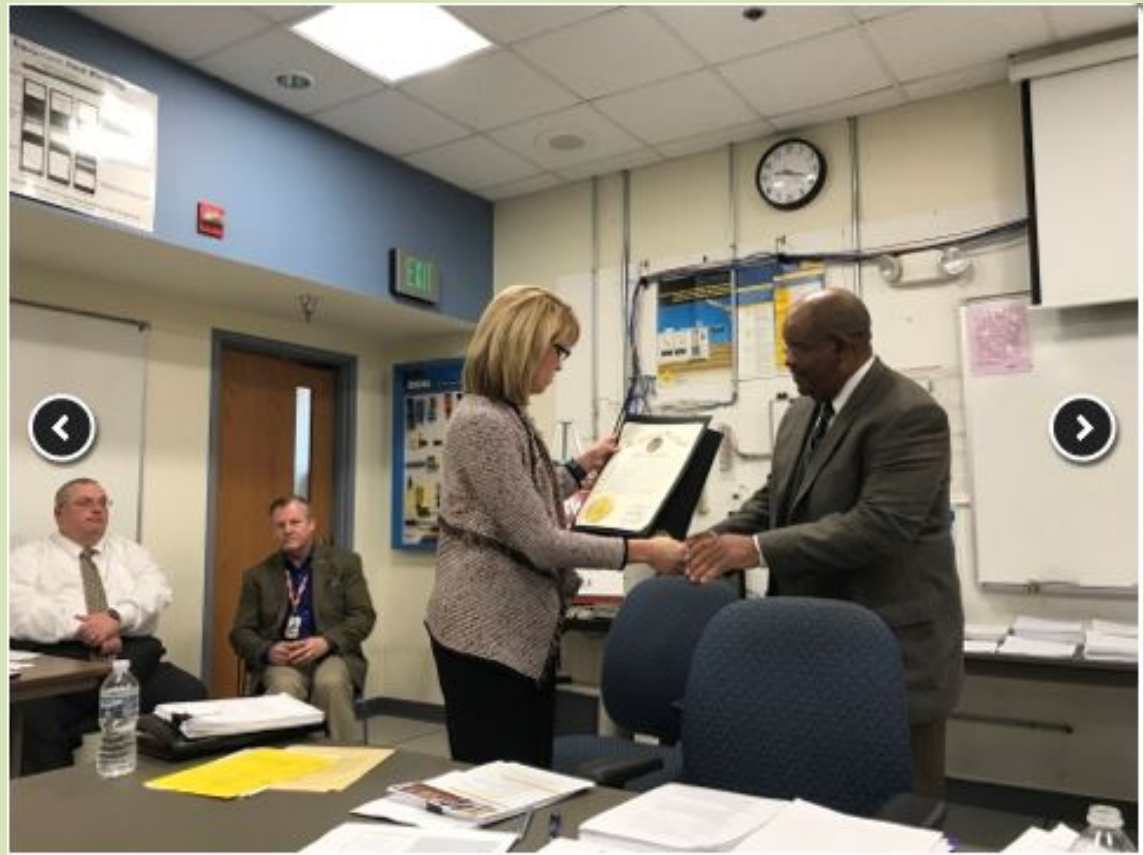
BUSINESSES & INDUSTRY PARTNERSHIPS FOR APPRENTICESHIPS



City, state, and federal associates join members of the Greater Philadelphia Healthcare Industry Partnership in their celebration of National Apprenticeship Week during a Health & Human Services Career Fair at District 1199C Training and Upgrade Fund at the historic Land Title Building, in Philadelphia. Health program students from high schools across the city attended to learn more about the industry and its opportunities, more and more of which are including apprenticeships. Work accomplished through 1199C and the Greater Philadelphia Healthcare Industry Partnership's members has resulted in twelve program registrations, to date.

The following people are in the picture: (l-r): Ron Leonard, USDOL/OA R2; Mark Genua (Apprenticeship Program Director, Philadelphia Works, Inc.); Eric Ramsay (State Director, PA Apprenticeship Training Office); Cheryl Feldman (Executive Director, District 1199C Training & Upgrade Fund); Leo Miller (Regional Administrator, Region 2 ETA); Antonio McKoy (Federal Project Officer, Region 2 ETA); Henry Nicholas (President, District 1199C); & Judy Dotzman (Executive Director, SPIN, Inc.).

GOVERNOR'S PROCLAMATION AT APPRENTICESHIP COUNCIL MEETING



MD Labor Secretary Kelly Schulz and Maryland Apprenticeship Training Council (MATC) Chairman William Taylor. Secretary Schulz presented the Governor's NAW 2017 Proclamation to Chairman Taylor during a meeting of the Maryland Apprenticeship Training Council (MATC) which was held at the Baltimore JATC for the Electrical Industry Local Union 24, in Baltimore, MD on Tuesday, November 14, 2017.

APPRENTICE & WORKFORCE CEO INTERVIEWED ON LOCAL NEWSCAST



Erin Coleman talks about apprenticeship opportunities in Philadelphia in non-traditional occupations in an interview with Philly Works CEO Pat Clancy & Wistar Institute Apprentice Regina Stolz.

**STATE REPRESENTATIVE
ATTENDS LOCAL
APPRENTICESHIP EVENT**



Dennis McDonough stops to pose with State Rep Martina White, 170th Legislative District, and OA Multi-State Director Ron Leonard as he welcomes a continuous flow of students to the FTI celebration of National Apprenticeship Week 2017. Local high school students and Job Corps students are among those who took the tour and learned about Apprenticeship at this event.



In a classroom laboratory at the Philadelphia Job Corps Life Science Institute, Job Corps pharmacy tech students (from left) Alana Miller, Princess Wimberly, Kiara Mackie, Daniel Bierre, and Achanie Holmes mix ingredients to make a face mask, using similar techniques to what is done in a pharmacy. CHRISTINA CLARK / Philadelphia Youth Network

CVS TRAINS PHARMA TECHS

Launches apprentice program for students to learn in-demand trade.

By June M. Von Bergen
STAFF WRITER

On construction sites, apprentice carpenters work beside journeyman pros. Now CVS, following a national trend, wants to use a similar model to train pharmacy techs in Pennsylvania.

In other states, CVS's pharmacy tech apprenticeship programs have cut turnover, crucial in a tightening labor market.

It sounds promising to Colleen Orr, a nurse who teaches health and pharmacy technology at Kensington Health Sciences Academy, a public school whose students live mostly in poverty.

"My kids, if they continue with this program, it'll change their lives," said Orr.

On Wednesday, her students made a field trip to the Philadelphia Job Corps Life Science Institute, where they learned, just in time for National Apprenticeship Week, about the new job-

learning program offered by their school, the Job Corps, and CVS to create pharmacy technicians.

Pharmacy techs can earn up to \$60,000 a year at the most advanced level, Stephanie Gambone, executive vice president of the Philadelphia Youth Network, told the students Wednesday.

Wednesday's announcement comes at a time of growing interest in apprentice programs. Presidents Obama and Trump may not agree on much, but

both have promoted apprenticeships as an alternative to college.

"Unions in the skilled trades have kept this model and it has worked for them," said Mark Genus, who heads apprenticeship programs for Philadelphia Works, the agency that links job-seekers to employers and develops training programs. "Now we want to take this apprenticeship model and apply it to all occupations."

Genus said that in 2015, Obama See APPRENTICES on A13

Apprentices

Continued from A11

launched the American Apprenticeship Initiative with the goal of doubling apprentices to 600,000. That goal has been surpassed with 700,000 apprentices nationwide, including 14,000 in Pennsylvania.

In Philadelphia, District 1199C's Training and Upgrading Fund has apprentice programs for behavioral health technicians and community health workers. Philly Shipyard trains apprentices as does the Urban Technology Project, which focuses on programming and technical support.

Developed by District 21 of the International Union of Painters and Allied Trades, the apprenticeship program at Finishing Trades Institute of the Mid-Atlantic Institute in Northeast Philadelphia comes with associate degrees.

Such programs must gain government approval with a developed curriculum. By definition, apprentices are company employees who combine paid classroom training with on-the-job practice.

"We need you to do our business and to serve our customers," Leslie Reis, CVS Health's senior advisor for workforce initiatives, told the students. CVS's program will provide earn-and-learn jobs for 70 apprentices.

Nationwide, one in four, or 61,000, of CVS's 247,000 employees is a retail pharmacy tech, a specialized clerk working the pharmacy counter. CVS also employs pharmacy technicians in its pharmacy distribution centers and its specialty infusion business, Corum CVS.

Companywide, Reis said, turnover averages 52 percent a year in a tightening labor market. But it drops to 15 percent to 20 percent for participants in CVS's

workforce programs, she said.

The CVS program begins with existing pre-apprenticeship classes at the Job Corps and high school. There, students sharpen basic literacy and numeracy skills, learn job fundamentals and visit nearby pharmacy operations. They also spend 120 unpaid hours in the stores in what CVS describes as an "externship," involving shadowing and mentoring.

After they graduate and enter the CVS apprenticeship program, they start at \$12 an hour and can earn \$16 to \$17 as lead technicians while they complete 2,000 hours of training and experience. Most of these jobs are part time. From there, they can move into store management or higher-paid pharmacy tech jobs within CVS.

They can also sit for the Pharmacy Technician Certification Board examination. So far, neither Pennsylvania nor New Jersey requires it, but it is required elsewhere, Reis said.

Tanya Saint-Vill, an 11th grader at Kensington, would rather play basketball or make films, but "my mom told me I need a backup plan," she said. At first, she didn't appreciate the role of pharmacy tech, but now sees it as a possible career.

Apprenticeship programs limit how long companies can pay at a trainee rate before moving employees into full pay.

"It can be easy to exploit apprenticeships," said Erin Johansson, author of "Advancing Equity Through Workforce Intermediary Partnerships," conducted by the Jobs With Justice Education Fund with the AFL-CIO.

Johansson said apprenticeships can move workers out of poverty, but unions and allies should be at the table to develop programs and make sure workers' voices are heard.

Mobile Open House event in Charleston, West Virginia



International Union of Elevator Constructors, Local 48, of Charleston, West Virginia hosts a mobile open house during National Apprenticeship Week.





: Members of the Washington Area Apprenticeship Training Directors Association assembled at the Calvert Career and Technology Academy (Calvert County Public Schools) in Frederick, MD for a Career Fair and National Apprenticeship Week celebration. Members are shown waiting to greet the arriving afternoon students at the Career Center. Principal Mark Wilding provided facilities and opportunities for both a morning and an afternoon session to ensure students opportunities to attend. In between sessions, JATC Training Directors were treated to lunch prepared by culinary students at the Career Center
In this picture is Brian Cavey (left, foreground and colleagues of the Washington Area Apprenticeship Training Directors Association)

**GREETING HIGH SCHOOLERS
WITH AN OPTION**

Wheeling, WV Plumbers & Steamfitters prep for contest.



The Plumbers and Steamfitters Local 83 located in Wheeling, WV held two separate events during the 2017 NAW. The attached photo is from the first event which featured the third year class of apprentices, they were preparing for an upcoming "in-house" contest prepared and sponsored by Local 83 showcasing their talents and completing a welding project designed by the instructor. The second event held at the union hall was spearheaded by Eric O'Donell (Local 83 Training Coordinator) to start up a pre-apprenticeship program in the high schools and with the support of local contractors who have signed an employer acceptance agreement. This was the first meeting in their endeavor to start and sponsor a pre-apprenticeship program in the Wheeling and surrounding counties.

Transatlantic Apprenticeship Exchange Forum



USDOL OA Regional Director Jim Foti (diagonal striped tie) meets with U.K. apprenticeship delegation taking part in the 3rd Annual Transatlantic Apprenticeship Exchange Forum in Washington D.C.

REMEMBER,

less than a year to go to

NATIONAL APPRENTICESHIP WEEK

2018