



October 29, 2025

# Trade Ally Executive Alliance Workforce Development Webinar

PA Department of Labor & Industry Apprenticeship and Training Office | Chelsie Pineiro

Confidential Information – For Internal Use Only

# Agenda

1. Welcome and introduction
2. The apprenticeship mechanics
3. Q&A



**pennsylvania**

DEPARTMENT OF LABOR & INDUSTRY  
APPRENTICESHIP AND TRAINING OFFICE

## **The Apprenticeship Mechanics:**

Building Programs, Securing Funding,  
and Leveraging Resources

**Registered Apprenticeship and Training:**  
**Chelsie Pineiro**

## **A State Apprenticeship Agency (SAA)**

### **Pennsylvania Apprenticeship and Training Office (ATO)**

- Act on behalf of the federal Office of Apprenticeship (OA)
- Responsible for overseeing apprenticeship programs and agreements within PA
- Ensure local areas have the support and resources available to align with PA standards
- Assist Sponsors to successfully register their programs

### **Pennsylvania Apprenticeship and Training Council**

- Act as the approving agency of registration for proposed apprenticeship programs
- Eleven voting members made up of union and non-union representatives

# Registered Apprenticeship Field Staff Division



**Cristie DeWitt**  
Field  
Apprenticeship  
and Training  
Representative  
(ATR) Supervisor



**Marshal Palmer**  
Western ATR



**Joseph Bass**  
Central ATR



**Vacant**  
Northern ATR



**Chelsie Pineiro**  
Southeastern ATR



**Vacant**  
Special Projects ATR



**Vacant**  
Special Projects ATR



**Madra Furman**  
Special Projects ATR



**Vacant**  
Job Seeker Liaison



## Pre-Apprenticeship Division Staff



**Danielle Demirovic**  
Pre-Apprenticeship  
Supervisor



**Chelsea Lewellen**  
Pre-Apprenticeship and  
Training Representative  
[clewellen@pa.gov](mailto:clewellen@pa.gov)



**Brian Jones**  
Pre-Apprenticeship and  
Training Representative  
[jonebr@pa.gov](mailto:jonebr@pa.gov)



# What is a Registered Apprenticeship?



## 5 Key Components of Registered Apprenticeship



**Full-Time  
Paid Job**



**On-the-Job  
Learning**



**Related  
Technical  
Instruction**



**Mentorship**



**Credentials**



# What is a Pre-Registered Apprenticeship?



## 5 Elements of Pre-Apprenticeship (Pre-RA)

1. **Connection to existing apprenticeship programs** into which successful pre-apprentices will advance and potentially gain advanced standing
2. **Approved training and curriculum**
3. **Hands-on learning** with a career focus
4. Opportunity to earn an **industry-recognized credential**
5. Access to **support services** and career counseling

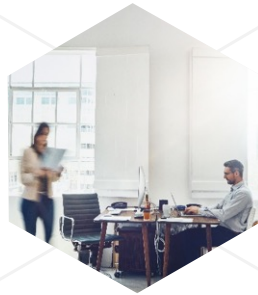




# What Do You Mean, Sponsor?



**Employers**



**Educational  
Institutions**



**Labor Unions/  
Industry  
Associations**



**Workforce  
Development  
Boards**



**Community-  
based  
Organizations**



# Supporting Partners

## Community Partners

**Economic development organizations** can serve as a convener of businesses in the region.

**K-12 educational system** can help develop pipelines to apprenticeship for students.

**Community-based organizations** may have capacity to help certain worker populations, such as women, veterans, minorities, individuals with disabilities, and others, prepare for apprenticeships and provide supportive services to apprentices.

## Workforce Partners

### Apprenticeship and Training Office (ATO)

- Provide technical assistance and support to new sponsors
- Answer questions about apprenticeship
- Guide the partners through the steps to develop and register a program
- Connect businesses with training providers
- Advise partners on sources of funding to support apprenticeships

### PA CareerLink® /

### Workforce Development Boards

- Develop sector and career pathway strategies utilizing apprenticeship
- Recruit and screen apprentice candidates
- Provide pre-apprenticeship and basic skills preparation
- Provide supportive services (such as tools, uniforms, equipment, or books)
- Contribute funding for on-the-job training or classroom instruction



## Resources



The Apprenticeship Mechanics





# Employer Needs Assessment

## Employer Needs Assessment Form

- Employer Assessment Form is located on the CareerLink® Apprenticeship Resource Page - <https://www.pacareerlink.pa.gov/jponline/Apprenticeships/ResourcesForRAPrograms>
- This resource helps determine if apprenticeship is right for an employer by assessing the following situations:
  - Is company having difficulties in meeting its current workforce needs. (Questions 4, 9, 12 & 13)
  - Company has future workforce needs to plan for. (Questions 18 & 19)
  - Company would like to offer additional employee training. (Question 11)
  - Company is outsourcing work due to a lack of in-house skills. (Questions 3, 15, 16, & 17)
  - Company has good labor relations. (Questions 7 & 8)

## **Workforce Innovation and Opportunity Act (WIOA) Funding**



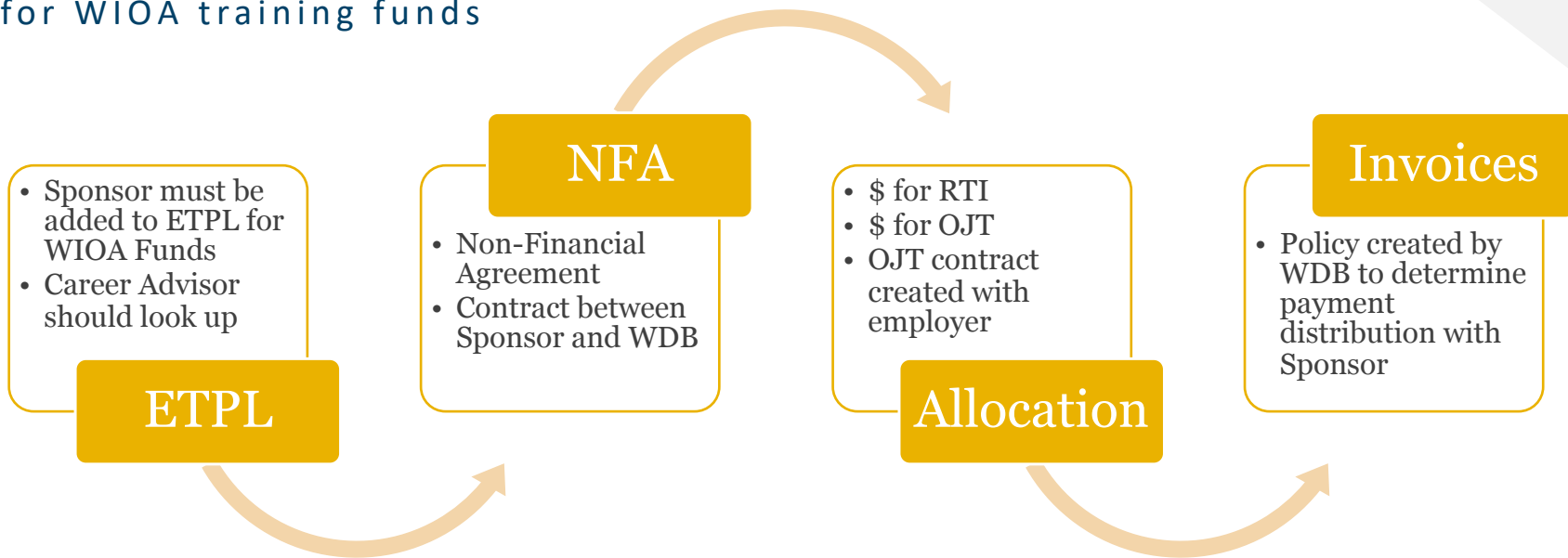
- **Individual Training Accounts (ITAs)**
- **On-the-Job Training (OJT)**
- **Incumbent Worker Training (IWT)**
- **Customized Training**
- **Contracted Classes for Training Cohorts for Related Instruction**
- **Youth Occupational Skills Training**
- **Supportive Services**



# Funding Example

Workforce Development Board approves up to a specific amount of training funds for a participant

Participant has been made eligible and approved for WIOA training funds





# Additional Funding Resources

## Available Grant Opportunities

- ATO grants resource account: [atogrants@pa.gov](mailto:atogrants@pa.gov)
- Distribution list for all upcoming Notice of Grant Awards (NGAs):  
[ra-libwda-general@pa.gov](mailto:ra-libwda-general@pa.gov)

## Funding Apprenticeships in Pennsylvania- Quick Guide

Deep overview:

- WIOA Funding
- Grant Programs at the PA Department of Labor and Industry
- PA Dep. Of Community and Economic Development (DCED) grants
- Veteran Resources for G.I. Bill usage



## Interested in building an RA or Pre-RA?

RA and Pre-RA for Employers- Quick Guide

Starting Registered Apprenticeship and Pre-Apprenticeship Programs- Quick Guide

**The RA and Pre-RA for Employers- Quick Guide** is located on the CareerLink® Apprenticeship Resource Page - <https://www.pacareerlink.pa.gov/jponline/Apprenticeships/ResourcesForRAPrograms>

This resource gives an overview of:

- Registered Apprenticeship and Pre-Registered Apprenticeship is
- The benefits for employers creating an RA or Pre-RA
- Details to get started with building one or both of the programs

**The Starting Registered Apprenticeship and Pre-Apprenticeship Programs- Quick Guide** is also located on the CareerLink® Apprenticeship Resource Page - <https://www.pacareerlink.pa.gov/jponline/Apprenticeships/ResourcesForRAPrograms>

This resource gives an overview of:

- How to connect with the PA ATO
- How to development the program
- The process on registering with the state
- And how to launch and maintain your program



## Resources



The Apprenticeship Mechanics





# Interested in learning more?

- **Pre-RA contacts:**

- Danielle Demirovic; [ddemirovic@pa.gov](mailto:ddemirovic@pa.gov)
- Chelsea Lewellen; [clewellen@pa.gov](mailto:clewellen@pa.gov)
- Brian Jones; [jonesbr@pa.gov](mailto:jonesbr@pa.gov)
- Resource Account: [Pre-RA@pa.gov](mailto:Pre-RA@pa.gov)

- **Resources:**

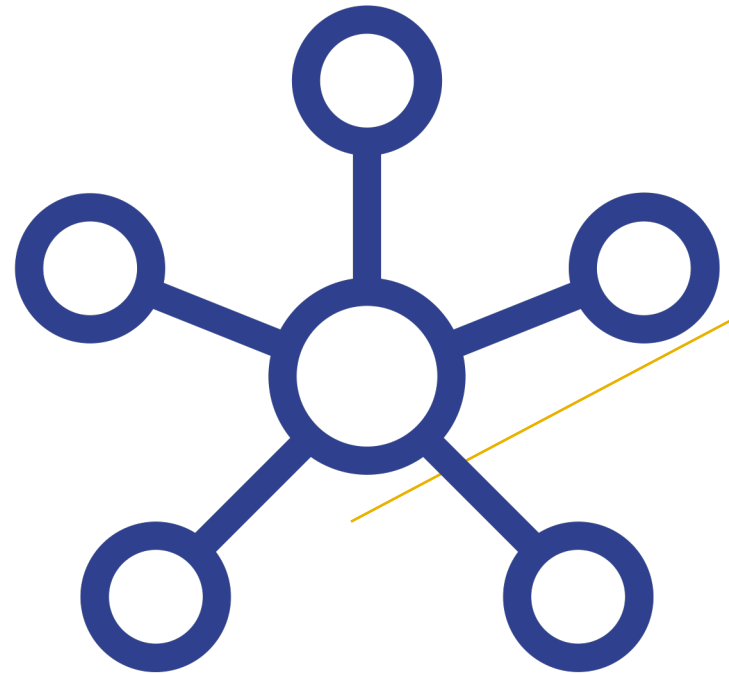
- ATO Resource; [apprenticeship@pa.gov](mailto:apprenticeship@pa.gov)
- Grants; [ATOgrants@pa.gov](mailto:ATOgrants@pa.gov)
- [PA CareerLink® | Registered Apprenticeship | Resources for Registered Apprenticeship Programs](#)

- **RA Contacts:**

- Cristie DeWitt; [cridewitt@pa.gov](mailto:cridewitt@pa.gov)
- Marshall Palmer; [marpalmer@pa.gov](mailto:marpalmer@pa.gov)
- Joseph Bass; [jobass@pa.gov](mailto:jobass@pa.gov)
- Chelsie Pineiro; [cpineiroco@pa.gov](mailto:cpineiroco@pa.gov)
- Madra Furman; [madfurman@pa.gov](mailto:madfurman@pa.gov)
- RA Resource; [apprenticeship@pa.gov](mailto:apprenticeship@pa.gov)



**Thank You!!**



# Q&A



Thank you



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AN EXELON COMPANY