

**DRAFT**

**THE VIRGINIA APPRENTICESHIP COUNCIL  
MINUTES**

The Virginia Apprenticeship Council (Council) met on Thursday, December 10, 2009 at Confederate Hills Recreation Center, 302 Lee Avenue, Highland Springs, Virginia. Chairman Darold Kemp called the meeting to order at 10:00 a.m.

**COUNCIL MEMBERS PRESENT:** Darold Kemp, Chairman  
Don Lillywhite  
Dr. Gary McQuain  
Dudley Harris  
Catherine McQuade  
Lorne Seay  
Earl Dickerson  
Danny Amos

**STAFF PRESENT:** C. Ray Davenport, Commissioner, DOLI  
Beverley Donati, Division Director  
Patricia Morrison, Assistant Division Director  
Reba O'Connor  
Crystal Thrower  
John McGarry  
Delores Ferrell

**CALL TO ORDER AND INTRODUCTIONS:**

Chairman Kemp called the meeting to order at 10:00 a.m. He thanked Henrico County Schools for hosting the Council. He also thanked the staff at Confederate Hills for the always warm hospitality that is extended. Chairman Kemp welcomed Danny Amos back to the Council.

Council members introduced themselves.

Special guests in the audience were introduced. Chairman Kemp recognized Mr. Bob Baumgardner, former State Apprenticeship Director. Ms. Bev Donati, the current Director of the Department of Labor and Industry introduced the Division of Registered Apprenticeship staff member present, Trish Morrison, Delores Ferrell, John McGarry, Crystal Thrower and DOLI staff member Reba O'Connor. Dr. Jim Hughes was introduced; a past chairman of the Council. USDOL, OA State Director, Jim Walker and Joe Hersch were introduced. Mr. John McDowell, USDOL, OA was introduced by Mr. Walker.

At this time the meeting recessed for the Outstanding Apprenticeship Awards ceremony.

Commissioner Ray Davenport greeted the outstanding apprentices and all of those present who support registered apprenticeship. Apprentices, journeypersons, sponsors were thanked for their commitment. He continued by thanking apprentices, journeypersons and sponsors for their commitment. Commissioner Davenport reminded all apprentices and journeypersons to go back and thank their mentors. Sponsors were thanked for providing the opportunity for the apprentices to learn. Registered Apprenticeship has proven time and time again to give workers the skills they need to succeed and to give the employer the skilled workers they need. Commissioner Davenport offered congratulations to all the apprentices receiving awards today.

Deputy Secretary Lyn Hammond was introduced. Ms. Hammond is the regulatory liaison and analyst and she shepherds half of the agencies in Commerce and Trade through the legislative and regulatory issues that go on. In 2006 she was asked to coordinate the Governor's state and regional response to the Ford Motor Company closing of its Norfolk assembly plant.

Commissioner Davenport thanked Ms. Hammond for her support of Registered Apprenticeship and introduced her as the next presenter.

Ms. Hammond spoke of learning about a program to assist Virginia's National Guardsmen through enrollment in the Registered Apprenticeship program. She encouraged and applauded out of the box thinking. Ms. Hammond thanked the Council for inviting her to participate in the Outstanding Apprentice Awards. Ms. Hammond spoke of the demand for skilled tradesman and the long history of apprenticeship. Deputy Secretary Hammond thanked the sponsors and the staff from the Department of Labor and Industry for their efforts. She congratulated the apprentices for their significant accomplishment.

Commissioner Davenport, Deputy Secretary Hammond, Chairman Kemp and Vice Chairman Earl Dickerson presented the awards.

The following were recognized:

John C. Bernard, HVAC Technician  
Childress Heating and Air Conditioning, Inc., Fredericksburg, VA  
Jeffrey H. Bilodeau, Ship Fitter  
Northrop Grumman Shipbuilding Newport News, Newport News, VA  
Cody L. Garrett, Electrician  
Richmond Electrician's JATC, Ashland, VA  
Sylvia L. Stroud, Barber  
Rilee's Barber Shop, Gloucester, VA

Awards were given by the Virginia Apprenticeship Council and the Virginia Apprenticeship Alumni Association. Photos followed the presentations.

**PUBLIC COMMENT:**

Dr. Jim Hughes of Northrop Grumman Shipbuilding Newport News was introduced. He announced that Dr. Bob Leber will retire on July 1, 2010. He then introduced Everett Jordan as the next Director of the Apprentice School. Mr. Jordan is the first Director of the school who was also a Northrop Grumman apprentice graduate.

**COUNCIL COMMENTS:**

There were no comments offered by Council members.

**APPROVAL OF MINUTES:**

On proper motion and second the minutes for the Council meeting held on September 17, 2009 were approved by Council members by roll call vote.

**CORRESPONDENCE:**

Bev Donati reported that Mr. Glass had resigned from the Council. The Governor has yet to fill that position. She read portions of a letter from Dr. Leber from Northrop Grumman Newport News. "I want to advise the Council with an update of the status of our program initiative; full time academics and training which was implemented earlier this year in response to decrease in labor requirements. In order to prevent potential layoffs in production and maintenance workers, as you will recall, the Operations Division of the company had requested that the apprentice school delay on the job training for apprentices in the first, second and third academic term. I am pleased to report that the program initiative has been successful. In fact, because our work load picked up earlier than expected, we were able to return apprentices to their on the job training beginning in June. This continued throughout the summer with first the hull trades, followed by the outfitting trades. Today we are in the final phase-out of the program initiative with only 21 electricians still involved."

**OLD BUSINESS:**

There was no old business.

**NEW BUSINESS:**

Mr. Earl Dickerson reported that the Exemption from Examination committee had received one request. It was reviewed as a committee and the committee suggested that exemption from examination be granted to 2001-017R for a period of four years expiring December 12, 2013. The recommendation on proper motion and second was passed by roll call vote.

Mr. Dickerson said that the Exemption sub-committee will re-evaluate the checklist used to make the exemption from examination recommendations. A report on the review will be made at the March meeting.

Chairman Kemp discussed that there are some problems with the Council meeting times, as well as with the economy. Chairman Kemp recommended that the Council schedule three meetings next

year in April, July and November. Chairman Kemp suggested that the sub-committees hold their meetings before the regular Council meetings. If the new schedule does not work, the Council will go back to the four meetings per year.

#### **SUB-COMMITTEE REPORTS:**

##### **Exemption from Examination Sub-committee:**

No additional report.

#### **REPORTS:**

##### **Virginia Apprenticeship Alumni Association (VAAA):**

Chairman Kemp, also the VAAA President reported that apprenticeship is alive and well in the state of Virginia. This year was the first year that the VAAA awarded a scholarship. Chairman Kemp urged anyone and everyone that is interested in apprenticeship to become a member of the VAAA.

##### **Virginia Employment Commission (VEC):**

Donald Lillywhite reported for the VEC that the state's economy continued to improve. The unemployment decreased from 6.5 percent in September to 6.3 percent in October. The state added about 15,000 jobs between September and October, another good sign. From October 08 compared to October 09, the state is down 89,000 jobs. The trust fund continues to pay out significant unemployment benefits; the fund is bankrupt, but the state is borrowing from the Fed to pay the benefits.

##### **Virginia Community College System (VCCS):**

No report.

##### **U.S. Department of Labor, Office of Apprenticeship (U. S. DOL, OA):**

Jim Walker introduced US DOL, OA Regional Director, Joe Hersch to address the Council. Mr. Hersch congratulated the folks receiving awards today as well as the committee, the Council and all those who contribute to registered apprenticeship in the Commonwealth of Virginia. US DOL, OA is helping states implement the new regulations. There is a two-year implementation timeline. Mr. Hersch wished everyone a Happy Holiday.

##### **Division of Registered Apprenticeship:**

Ms. Donati thanked each member of the Council for the relationship and support that they give the staff. Ms. Donati shared numbers for the program for the calendar year as follows:

14,078 apprentices registered – up from the 13,761 at the end of June

2,242 active sponsors – up from 2,175 registered at the end of June  
4,025 Apprentices were registered and 2,143 were cancelled.  
2,183 Certificates of Completion and journeyworker cards have been issued.

Ms. Donati reported that the Division is working with the staff and Board for Cosmetology and Barbers to upgrade their standards. The National Guard project is moving quickly and Patty Moore and Delores Ferrell are working on that project. Ms. Donati thanked Jim Walker for being a wonderful mentor, peer and close friend and wished him enjoyment in his retirement.

**Department of Labor and Industry:**

Commissioner Davenport welcomed Danny Amos back to the Council. He reported that as previously reported by all, we are in economically challenging times. Governor Kaine will announce his proposed budget on December 18. The General Assembly and the Governor Elect will have the opportunity to modify and tweak the budget. DOLI, in the last 3 years saw budget reductions, but the staff continues to do well. The American Recovery and Reinvestment Act has provided grants, thanks to the successful leadership of Ms. Donati.

Commissioner Davenport thanks the staff and Chairman Kemp for the event for recognizing outstanding apprentices. The Occupational Safety and Health division has seen no increases for state funding for over 10 years. It looks like this year that there will be an increase for state plans, Virginia's portion for that may be an additional \$700,000; unfortunately you have to have 50% state fund match and we may not qualify to take advantage of that. Commissioner Davenport also encouraged each person in the room to continue to focus on workplace safety and health. To date, the VOSH program has investigated 32 fatalities that have happened in the workplace; four of which occurred over the Thanksgiving week

Commissioner Davenport also congratulated Mr. Walker on his upcoming retirement and thanked him for the work he has done on the national and state level.

**ANNOUNCEMENTS:**

Chairman Kemp presented Mr. Walker with a retirement gift. Mr. Walker told the Council that he became an apprentice in 1964 and had been involved in apprenticeship in some way ever since.

The next meeting is scheduled for April 15, 2010 at a location to be determined.  
The meeting was adjourned at 11:27 a. m.

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Chairman Darold Kemp

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C. Ray Davenport, Secretary