

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, March 21, 2019, at New Horizon Regional Education Center, Hampton, Virginia.

COUNCIL MEMBERS PRESENT:

Dudley Harris, Chairman
Christopher Cash
Dr. Edwin Leigh Armistead
Dr. Robert Benson
Laura Duckworth
Darold Kemp
Christopher Cash
Michael Mays
Terry Kelley
Todd Estes
Ray Davenport, Commissioner

STAFF PRESENT:

Patricia Morrison, Director
Kathleen Eddington, Assistant Director
Caly Emerson, Education Specialist
Jacob Schwartz, Program Support Technician

CALL TO ORDER AND INTRODUCTIONS:

Chairman Dudley Harris called the meeting to order at 10:00 am and welcomed everyone. The Chairman welcomed the new council member Todd Estes from the Virginia Community College System. Council members introduced themselves. Chairman Harris thanked Linda Logan and the staff of the New Horizons Regional Education Center for their hospitality.

PUBLIC COMMENT:

No public comment.

COUNCIL COMMENTS:

Chairman Harris stated that at the first council meeting of the year, the chairman needs to nominate a member of the council to be Vice Chairman. Chairman Harris nominated Laura Duckworth, Occupational Programs Director, University of Virginia; Facilities Management to be the Vice Chairman for 2019. The council voted "yes" during open ballot to the nomination.

Chairman Harris stated the Virginia Apprenticeship Council bylaws would be reviewed in the near future. He said there was language that required minor updates. The bylaws subcommittee consists of Chairman Harris, Dr. Benson, and Dr. Armistead.

APPROVAL OF MINUTES:

On proper motion and second, the minutes for the Council meeting held on September 21, 2018 were approved by Council members by roll call vote.

CORRESPONDENCE:

There was no correspondence.

OLD BUSINESS:

There was no old business.

NEW BUSINESS:

Michael Mays, Exemption from Examination Subcommittee member reported:

Sponsor 2019-01R has been registered for 66 years and this is the company's third submission for Exemption from Examination by this sponsor. The request has been reviewed and meets the requirements for exemptions from licensing examination.

A motion was properly made, seconded and passed by roll call vote.

REPORTS:

Virginia Apprenticeship Alumni Association (VAAA):

President Tommy Bell could not attend. Chairman Harris mentioned the Registered Apprenticeship Awards luncheon that took place on November 30, 2018, and the current planning for November 2019. Chairman Harris stated that the apprentices, families and sponsors really appreciated the recognition and he is hopeful that some sponsorships will come through the Virginia Alumni Association, because the state and the council cannot take funding for such events. It takes a lot of planning, and it takes a lot of effort on a lot of people's part to get sponsorships.

Virginia Employment Commission (VEC):

Commissioner Hess could not attend.

Virginia Community College System (VCCS):

Mr. Estes expressed he was excited to be on the council because he was a graduate of the Newport News Apprentice School and worked at the shipyard for nineteen years before he was employed by the Community College system. Mr. Estes stated that the community college system is very focused on apprenticeship and what they can do to help the apprenticeship model. Mr. Estes recently attended a PAYA grant meeting in Charleston, South Carolina where there was a regional effort around youth apprenticeship, dual enrollment models and involvements with the chambers. He stated there is an opportunity in Virginia to expand beyond where we already are. (Note: PAYA is Partnership to Advance Youth Apprenticeship).

Division of Registered Apprenticeship (DOLI):**Director Morrison reported the following:**

The Division capitalized on the 80th Anniversary of Registered Apprenticeship being administered from the Department of Labor and Industry. We used the anniversary as a way to bring a theme to those events that we conducted in 2018. To wrap up the Anniversary, we held a re-invigorated Outstanding Apprentice Award ceremony in conjunction with National Apprenticeship Week. We honored 25 outstanding apprentices at a luncheon event. Many of you were there with us, and we appreciate that support.

Chairman Harris attended with an outstanding apprentice. After the event, we discussed the level of enthusiasm for the event which led us to commit to having another November luncheon in 2019. There is some opportunity for outside organizations such as this body, perhaps the Virginia Apprenticeship Alumni Association and individual employers to provide some financial or in-kind support to this effort. As a state agency, we are somewhat limited. I'm passing around the Arizona 2017 Awards booklet that gives you an idea of how other states braid resources to have a nice event. So, that is to be determined by perhaps representatives of those two groups should they find it appropriate.

We are trying to use Facebook and LinkedIn to share newsworthy items about workforce, apprenticeship, etc., and we encourage you all to share stories as you are comfortable.

I was invited to participate in a Politico.Com Working Group for their "Agenda" section. There is also one copy of that going around if you'd like to see how they framed their take on "Ladders to Success: Rethinking education and skills training for tomorrow's workforce." You can access the report on their site.

The division started the conversion to the RAPIDS 2.0 National Database system. Due to the age and difficulty of maintaining the old system we have, we have opted to use what 34 other states use. It is a web-based system and once we are fully converted, Sponsors may request user accounts and can enter in their own apprentice data. This should speed the process up in terms of Registration. We thank our Sponsors for their patience while we make this transition.

Director Morrison provided an update on the numbers for the Division from last Fiscal Year 2018:

From July 1, 2017 thru June 30, 2018:
 634 National Guard apprentices active
 512 Department of Corrections' apprentices active
 10,342 public/private apprentices active
 11,488 total

The Division issued 2,064 Completion Certificates
 Added 4,221 new apprentices
 Added 366 new or re-activated sponsors

From July 1, 2018 to date:
 106 National Guard apprentices active
 521 Department of Corrections' apprentices active
 10,998 public/private apprentices active
 11,625 total

Issued 1,101 Completion Certificates to date
Added 2,782 new apprentices
Added 202 new or re-activated sponsors

Department of Labor and Industry (DOLI):

Commissioner Davenport reported the following:

No official update on changes in the regulations to come in compliance with 29:29 and 29:30 from OA. DOLI staff did receive a phone call from Office of Apprenticeship, and apparently, the individual who was in charge of shepherding the regulation has changed, and we may have to start at the beginning with our explanation of the regulation. There continues to be a concern that the regulation as drafted gives the VAC too much authority.

Tragically, VOSH ended the calendar year 2018 with 35 fatalities. That was one additional fatality than the total for the calendar year 2017. We believe one fatality is one too many! YTD in 2019, VOSH has investigated seven fatal workplace accidents in which we have jurisdiction.

Board appointments

We have continued to be in contact with the Secretary of the Commonwealth regarding Board appointments. If you have an appointment expiring and have not applied to the link provided for Board appointments, please let us know and we will send you an email with the link. In addition, I would like to have your personal resume to follow up with the Secretary of the Commonwealth.

General Assembly Session

The main part of the 2019 General Assembly Session has been completed. DOLI had one piece of legislation proposed during the session - HB 2603 sponsored and carried by Delegate Ward. The legislation dealt with Apprenticeship program discrimination. The language of the bill reads: "Prohibits a sponsor of a registered apprenticeship program from discriminating against an apprentice or applicant for apprenticeship based on race, color, religion, national origin, sex, sexual orientation, age, genetic information, or disability. The measure conforms Virginia's apprenticeship nondiscrimination requirements to those required for state apprenticeship agencies pursuant to federal Office of Apprenticeship regulations adopted in 2016." The bill failed in House Commerce and Labor subcommittee #2. Therefore we are out of compliance with the OA regulations and expect we will hear from OA on this issue in the near future.

SB 1169 sponsored by Senator DeSteph regarding the ratio of apprentices to journeymen. The language of the bill reads "Prohibits the Apprenticeship Council from adopting standards for apprenticeship agreements governing the numeric ratio of journeyman to apprentices that require more than one journeyman per two apprentices. Under the bill, this limit on the ratio of journeyman to registered apprentices does not apply to work performed under the federal Davis-Bacon Act." The Bill passed all committees, however, was left in the Senate. You may recall this is the second year different legislators have proposed this bill.

The Administration proposed a bill that was introduced in both the House and the Senate. HB 2545 and SB 1523. The Bill creates a Secretary of Workforce Development in the Governor's Cabinet. The bill removes the position of Chief Workforce Development Advisor and reassigns that position's responsibilities to the Secretary. The Bill was amended during the process and moves the Department of

Labor and Industry and the Virginia Employment Commission to the Secretary of Workforce Development from the Secretary of Commerce and Trade. Both of these bills were left in the House Appropriations Committee.

A bill that did pass the 2019 GA was HB 2020, sponsored by Delegate Mathew James. The language of the bill reads “requires the Virginia Community College System, in consultation with the Department of Labor and Industry, to develop and deliver uniform, related instruction for registered apprenticeships in high-demand programs, as determined by the Virginia Board of Workforce Development and the Virginia Employment Commission, and for which coursework is not otherwise available. The bill requires such instruction to be available statewide and to be delivered in a face-to-face, online, or blended format.” The Bill was communicated to the Governor on March 11. Governor's Action Deadline Midnight, March 26, 2019. We think that he is likely to sign the legislation.

The reconvened session will be held on April 3rd for any of the Governor’s proposed amendments. If you are interested in any of the bills I have mentioned I will be happy to answer questions or talk to you individually.

Thank you for your service and support to Virginia’s Apprenticeship Council and Registered Apprenticeship.

ANNOUNCEMENTS:

Chairman Harris announced that the next Council meeting is scheduled for Thursday, June 20, 2019 at 10 am at the Department of Professional and Occupational Regulation.

Chairman Harris thanked the Council, Director Morrison, her staff, and all in attendance.

The meeting adjourned at 11:00 am.

Mr. Dudley Harris, Chairman

Mr. C. Ray Davenport, Secretary