

APPROVED

THE VIRGINIA APPRENTICESHIP COUNCIL MINUTES

The Virginia Apprenticeship Council met on Thursday, December 4, 2025

COUNCIL MEMBERS PRESENT:

Dudley Harris, Chair
Patrick Dean
Dr. Latitia McCane
Dr. Jameo Pollock
Nicole Overley
Meghan Hurt
Grant Shmelzer
Dr. Anthony Williams
Michelle Ramaker
William Dunn
Douglas Straley, (Virtually)
Kelley Smith, (Designee)
David Johnson, (Designee)

STAFF PRESENT:

Angela Kelly-Wiecek, Chief Deputy Commissioner
Faith Clayton, Registered Apprenticeship Region Supervisor
Diana Lyons, Registered Apprenticeship Region Supervisor
Tereza Edwards, Registered Apprenticeship Consultant
Miguel Granillo, Registered Apprenticeship Consultant
Kara Joyce, Registered Apprenticeship Consultant
Pedro Ortiz, Registered Apprenticeship Consultant
Karen Rhodes, Registered Apprenticeship Consultant
Maynard Stowe, Registered Apprenticeship Consultant
Alice Weathers, Registered Apprenticeship Consultant
James Edmunds, Program Support Technician
Cierra Morgan, Program Support Technician

CALL TO ORDER AND INTRODUCTIONS:

Chair Dudley Harris called the meeting to order at 10:00 a.m. and welcomed the council members.

Angela Kelly-Wiecek recommended amending the agenda to add item 8a, which is a point of clarification of Registered Apprentice Standards and a look forward to what the Council may wish to do in 2026 related to bylaw review.

PUBLIC COMMENTS:

None.

APPROVAL OF MINUTES:

June 2025 meeting minutes were approved through a motion by Dr. Latitia McCane and seconded by Dr. Jameo Pollock.

OLD BUSINESS: Reciprocity Policy Update – Dr. Jameo Pollock

Dr. Jameo Pollock updated the Council on the Reciprocity Policy. The Reciprocity Policy was presented at the June and September meetings. A motion was made to incorporate the requirement of a company's EMR (Experienced Modification Rate) with the application. No additional feedback was received and pending feedback from the Department of Labor and Industry on an acceptable EMR rating, the final version will go to the Commissioner for approval. Dr. Pollock also stated that they have added a safety element to pages 3, 4, and 5 of the Reciprocity Policy.

NEW BUSINESS:

REPORT - Division of Registered Apprenticeship (Virginia Works):

Nicole Overley, Commissioner of Virginia Works, gave the following report on behalf of Registered Apprenticeship:

Policy:

Skip Maupai provided the council with updates related to the comprehensive regulatory review that has been taking place within Registered Apprenticeship. The current regulations will be rescinded since the creation of the new Department of Workforce Development and Advancement (DWDA) and transfer of RA program from the Department of Labor and Industry to Virginia Works. The DWDA did not exist until July 1, 2024, and the RA program has been reconstituted, refocused and reorganized, including its administrative and management structure for implementation. Mr. Maupai stated that following review of the proposal by individual members of the Council, the full body should discuss the proposal today and make comments and suggestions for improvement. These suggestions will be evaluated by VA Works staff and leadership and then the final version will be circulated to Council members prior to entry into formal regulatory review process.

Mr. Maupai gave a general overview of the proposed changes to the Regulatory Documents. The original proposal was created using preexisting Virginia Apprenticeship Council language for the RA program. This is why the overwhelming majority of the changes are technical edits, such as replacing "DOLI" with "DWDA" and updated references to the Virginia Code. A few of the other changes involved clarifying ambiguous language to reflect current practices and creating some new language to fill perceived gaps in the regulations.

Mr. Maupai stated that the most significant additions to the preexisting VAC are directed at sponsors of RA Programs. The first new suggestion aims to establish and publish basic expectations that Virginia Works has for RA Sponsors. It defines the conditions under which a sponsor's application for RA registration may be denied, as well as informing sponsors that the Division will be conducting random audits of RA programs to ensure the registered agreements are being adhered to by all parties. This was the common practice in the past. The second new suggested addition addresses the topic of reciprocity with other states and RA programs that the Apprenticeship Council has recently been developing. Mr. Maupai also added some of the details of the proposal:

- Register with VA Works, provide the standard requisite information, as well as information regarding the sponsor's other state activity, standards it follows in its home state, past and current workplace labor and safety violations, and acknowledgement of Virginia labor laws.
- Length of term for RA program and conditions for de-registration

He also provided some conditions of denial of a registration of a Registered Apprenticeship Program:

- Proposal does not meet minimum federal standards
- Past violations of Virginia labor and safety law, similar federal laws or a history of transgressions
- Provided false or misleading information
- Currently under revocation within two-year period for re-application
- Currently operating an RA without registering RA program

The Council requested that the regulatory documents be scrubbed of acronyms. A motion was made by Nicole Overley to have all comments regarding the Regulatory Documents to be sent to Skip Maupai before December 12th, 2025, and to create a workgroup to deal with Ratio of Apprentices (including Davis Bacon Ratios). The motion was seconded by Patrick Dean.

Program Operations:

Faith Clayton spoke to the council about two new surveys they were created. The first one is an exit survey. This will be sent out to every registered sponsor after they request cancellation. The survey covers some of the reasons that the sponsor is requesting cancellation. The second survey is a more general survey and will be sent to all sponsors on a scheduled basis.

Angela Kelly-Wiecek updated the council with the newest version of the RA Scorecard. Some of the categories covered on this scorecard were: the top ten occupations for CTE enrollments courtesy of VDOE, the top ten occupations for YRA, the top ten occupations for completions, a list of new sponsors, and a list of new intermediaries. There are also 6 charts on the back of the scorecard:

1. New Sponsors by Quarter
2. New Apprentices by Quarter
3. Total Active Sponsors by Quarter
4. Total Active Apprentices by Quarter
5. Number of New Intermediaries by Quarter
6. Number of New Employers by Quarter

The goal of this RA Scorecard is to provide the council with an at a glance data and information.

Growth Strategy:

Kimion Walker, Chief Operating Officer, Virginia Works, provided the following update regarding supporting candidate identification and referrals from other Virginia Works programs:

Virginia Works is actively engaging its workforce programs and services to support Registered Apprenticeship through:

- **Candidate Identification:** Leveraging full suite of Virginia Works' programs (i.e. Jobs for Veterans State Grant, our Opportunity Advocates) to identify individuals with the skills, interest, and potential for apprenticeship pathways.
- **Candidate Referrals:** Connecting qualified candidates directly with Registered Apprenticeship sponsors and employers across the Commonwealth.

While just beginning, our efforts here are intended to strengthen the talent pipeline and connections across the workforce ecosystem, support employers' requests for support in identifying candidates and expand access to high-quality career pathways for Virginians.

Kara Joyce, Registered Apprenticeship Consultant, updated the council on State Agency Registered Apprenticeship Programs. Ms. Joyce talked about a webinar that was held on December 3rd for the Department of Human Resource Management (DHRM), and it had 41 attendees and a positive response from those attendees. She also mentioned some of the current State Agencies (and their occupations) that are currently registered. Those include: Department of Labor and Industry (Compliance, Safety, and Health; Information Technology Specialist), Virginia Works (Registered Apprenticeship Consultant), Virginia Department of Transportation (Highway Construction Inspector, Surveyor Technician; Transportation), Department of Corrections, and the Virginia Department of Education (K-12 Teacher, K-12 Principal, Paraprofessional). Ms. Joyce also stated that there are currently almost 400 apprentices actively enrolled with State Agencies. She also mentioned that there are some agencies in discussion currently – The Department of Housing and Development, Department of Social Services, and the Department of Emergency Services.

Angela Kelly-Wiecek updated the council on intermediaries. She first went over the policy itself. She stated that Commissioner Overley approved of the Intermediary Policy presented at the last meeting. Staff also developed supporting documents including an Employer Acceptance Agreement, Memorandum of Understanding, and a Work Instruction.

Lastly, Angela Kelly-Wiecek updated the council on the State Apprenticeship Expansion Fund (SAEF Year 3). She talked about two separate points:

1. **Contractual Intermediary Partnership(s):** Developing one or more Contractual Intermediary Partnership by targeting industry leaders to take a focused approach to scaling up the expansion and improvement of Registered Apprenticeship Programs. Funds allocated - \$150,000.00
2. **Larger Association/Intermediary Reimbursement:** Offering up to \$10,000 per larger association/intermediary capable of enrolling at least 10 registered apprentices across affiliations for an estimated 15 larger associations/intermediaries. Funds allocated - \$150,000.00

REPORTS:

Department of Professional and Occupational Regulations (DPOR):

The Designee from the Department of Professional and Occupational Regulations did not have a report to present to the council.

Virginia Community College System (VCCS):

Dr. Jason M. Williams Sr., the Coordinator of Apprenticeships and Work-Based Learning programs at VCCS in the Workforce and Academic Division provided the following written report to the council:

New Training Facility for Power Line Worker Program:

Laurel Ridge Community College broke ground on a new training facility for the power line worker program. The 6,000 square foot facility and pole yard will be built behind the Student Union Building on the Middletown Campus with an anticipated opening in late 2026. This will be the first open access program for entry level power workers in the region with the other two programs in Virginia hundreds of miles away in Wytheville and Southside. Establishing the Power Line program cost the college roughly \$6 million. A \$500,000 grant from the Virginia Foundation for Community College Education was used to purchase two bucket trucks and a \$400,000 Go Virginia Grant helped with equipment and hiring an instructor. Power workers are in need for the area with average starting pay around \$70,000. Tuition for the 14-week program is \$16,600 but grant funding and G3 assistance will help eligible students cover all costs. The next classes start in April.

Brightpoint CC & Google announces \$9B for data centers and AI training for Virginia colleges:

It's no surprise that most media attention focused on Google's announcement that it will invest \$9 billion in a new data center in Chesterfield and expanded facilities in Loudoun and Prince William Counties. But when Governor Youngkin and a host of Google executives gathered at Brightpoint Community College in Chester, they also revealed that UVA, Brightpoint, and Northern Virginia Community College are among the first cohort of colleges in Google's [AI for Education Accelerator](#), giving students, faculty, and staff no-cost access to Google Career Certificates and AI training courses. The goal is to help prepare students for jobs in the expanding AI-driven economy. Virginia's Community Colleges have established a task force to develop a comprehensive vision for the integration of AI technologies across the VCCS.

Camp Community College's New Lab School For Maritime Trades:

Paul D. Camp Community College celebrated its new Isle Maritime Trades Academy in Smithfield with a ribbon cutting ceremony. The Academy is a partnership between Camp, Isle of Wight County Schools, and Huntington Ingalls Industries-Newport News Shipbuilding. Students from Isle of Wight County Schools will enter the Academy and learn Marine Trades during a two-year program. Camp's Lab School will serve dual enrollment high school juniors and

seniors, who will graduate with their high school diploma and an associate of applied science degree.

VPCC Breaks Ground on Third Trades Center:

“This groundbreaking today is a powerful example of what happens when a community unites around a transformative opportunity,” said Virginia Peninsula Community College President Dr. Towuanna Porter Brannon. “We will focus on bringing opportunities and pathways to the residents of Newport News.” VPCC’s third trades center is a \$9 million investment and will offer programs in welding, structural fitting, marine electrical, residential electrical, including maintenance, HVAC and plumbing. The facility will prepare more than 400 students a year for maritime and construction jobs. Groundbreaking was August 12th, 2025, the project is targeted for completion in February 2026, with the training programs to begin in summer 2026.

Work-Based Learning Tracking System (WTS):

The WTS project has completed all phases of User Acceptance Testing (UAT). Data collection and Data migration is occurring now. The WTS is due for a soft launch on January 20th 2026. The WTS will align the VCCS to a one system approach by inputting, tracking, and the ability to create and share reports on all VCCS’ WBL experiences and opportunities.

Department of Education (DOE):

Dr. Anthony Williams,

Our public comment period concluded for the CTE High-quality Work-based Learning [Implementation Guide](#) on November 20, 2025. We are currently in the process of publishing to the VDOE website.

Overview:

The Board of Education has defined a High-quality Work-based Learning experience as a school-coordinated experience within the workforce that includes sustained engagement with industry professionals in high-demand fields in which students apply coursework learning to a real-world setting while at the same time building critical thinking, collaboration, communication, creative thinking, and citizenship skills (Virginia’s 5 Cs). Students practice their technical skills and durable skills on a sustained basis, and these experiences accelerate learning toward the goal of earning a national certificate of completion, an industry recognized credential, and/or attain postsecondary credit; and receive feedback and guidance through mentoring and supervision from industry professionals. CTE High-quality Work-based Learning experiences include clinical experiences, entrepreneurship, internship, registered apprenticeship, school-based enterprise, and select immersion supervised agricultural experiences.

High-quality Work-based Learning has been integrated into the [School Performance and Support Framework \(SPSF\): 3E Readiness](#) and remains a graduation requirement in Virginia. The SPSF 3E Readiness framework assigns value to High-quality Work-based Learning experiences based on their rigor and relevance to postsecondary outcomes, using workforce, military, and educational attainment data to guide its design. Points are awarded when students complete High-quality Work-based Learning experiences.

The 3E Readiness Framework is a comprehensive approach to accountability designed to prepare high school students for success in one of three postsecondary pathways: employment, enlistment, or enrollment in higher education.

Per § [22.1253.13:4](#) of the Code of Virginia, students are required to:

- (i) complete an Advanced Placement, honors, International Baccalaureate, or dual enrollment course; or
- (ii) **(ii) complete a high-quality work-based learning experience, as defined by the Board; or**

earn a career and technical education credential that has been approved by the Board.

Dr. Williams also requested assistance from the council. The DOE need action/assistance from the council regarding identification and removal of barriers for registered apprenticeships that may limit participation of secondary students under the age of 18.

He also requested assistance from Virginia Works. The DOE would like help with the identification of Sponsors to support RA programs for students under the age of 18.

Department of Labor and Industry (DOLI):

Daivd Johnson, Deputy Commissioner of the Department of Labor and Industry, gave the following report to the Virginia Apprenticeship Council on behalf of DOLI:

The Department of Labor and Industry has been working with the governor's office, the Office of Regulatory Management and Virginia Works to remove guidance documents from Virginia Town Hall. There are currently 19 guidance documents that are on the Virginia Town Hall website, but they are underneath the Department of Labor and Industry. Mr. Johnson requests that DOLI continues to work with Virginia Works to get these documents out from under DOLI and to transfer them to Virginia Works.

COUNCIL COMMENTS:

None.

ANNOUNCEMENTS:

Angela Kelly-Wiecek presented the council with the 4 proposed meeting dates to take place in 2026. She informed the council that the first meeting of the year would be a joint meeting with the Virginia Board of Workforce Development. She provided two options:

1. Each council chair would call their respective board meeting to order and after conducting any routine business items individually, would then hold a joint meeting with a shared agenda focused on items of interest to both.
2. Each board would host a separate meeting on the same day with a joint lunch in between.

The council decided that the first option would be the most beneficial. A motion was made by Dr. Latitia McCane and seconded by Grant Shmelzer.

Chair Harris announced the meetings dates for 2026.

March 27, 2026 (Joint Meetings with VBWD)

June 25th, 2026

September 24th, 2026

December 3rd, 2026

Angela Kelly- Wiecek requests to update the Virginia Minimum Standards of Apprenticeship. The only change that needs to be made is the changing of an email address from apprenticeship@doli.virginia.gov to apprenticeship@virginiaworks.gov. A motion was made by Dr. Jameo Pollock and it was seconded by David Johnson to accept the changes.

Chair Harris thanked the Council, and all in attendance.

The meeting adjourned at 12:15 pm.

Dudley Harris, Chair
Nicole Overly, Commissioner and Secretary